

# *The* FOCUS



# Leadership News and Notes



## CAREER FIELD UPDATE

11 DEC 2024



(See slide deck attached to this PDF)

### Topics of Note for the National Guard

- Policy and Doctrine Update
- Career Management Field 46 Enlisted Restructure
- Equipment/Software
- Maj. Gen. Keith L. Ware Awards Competition

### On the Cover:

On Dec. 13, 2024 the National Guard celebrated its 388th birthday. Below is a link to the birthday video created in celebration of the event. (Video by: U.S. Air Force Master Sgt. Amber Monio)



[Click to view this year's National Guard birthday video.](#)

## January - Future

*“Everything I do in this role will be in the service of our people so we can ensure mission success. Every policy we improve, every nation and community we visit and every decision we make will put our elite Soldiers, Airmen and civilians front and center.*

*You bring strength, courage and honor to this organization; without you, we cannot succeed.*

*- U.S. Air Force Gen. Steven Nordhaus, chief of the National Guard Bureau*

### Media Team Themes

We must continue to build on Joint Force integration for our strategic readiness. Considering the re-emergence of strategic competition and increasing frequency of severe weather across our nation, we must ensure the National Guard's combat and response capabilities reflect the challenges of the future.

We cannot be fully, and operationally ready for the fight of tomorrow with equipment, training, and formations that are not deployable, sustainable, interoperable, and ready. Manpower is a critical enabler of operational readiness and our ability to deliver capability against our strategic competitors.

In the current strategic environment, it is imperative to fully fund National Guard personnel, training, exercises, equipment, and recruiting to be strategically ready for potential large-scale combat operations.

As personnel costs continue to increase across the DoD, capacity exists within the unique National Guard model to grow future capability as a strategically ready, responsive, and operational force at a fraction of the cost of active duty forces.

### Community Engagement

Please send Army National Guard flyover requests with six weeks lead time to allow for staffing at National Guard Bureau and the Office of the Chief of Public Affairs. Be sure to check the DD Form 2535 for Federal Aviation Administration review and signature, as this is often a cause for delay in completing packets in-state. Air National Guard flyover requests are processed through the Secretary of

the Air Force for Public Affairs Aerial Events website. Send ANG Civic Leader Flight requests with at least four weeks' lead time. ARNG CLFs are TAG-level approval and must be staffed in accordance with regulations. You may email us for flyover and CLF packet instructions. All requests should be submitted to our org. box: [ng.ncr.ngb-arng.mbx.ngb-community-engagement@army.mil](mailto:ng.ncr.ngb-arng.mbx.ngb-community-engagement@army.mil)

### January Observances

Financial Wellness Month  
Mentoring Month

1 New Year's Day  
Army Aviation Birthday

6 Anniversary of the Capitol Riot

9 National Law Enforcement  
Appreciation Day

10 National Cut Your Energy Costs Day

11 National Human Trafficking Day

13 National Korean American Day

14 Ratification Day (end of American  
Revolution - 1784)

18 Museum Selfie Day

20 Martin Luther King Day

26 National Spouses Day

27 International Holocaust  
Remembrance Day  
Garrison West Point established

28 Data Privacy Day

### Servicemember Spotlights

We need your help highlighting our diverse force in honor of Black History Month in February. To participate, Guard members must complete the spotlight questionnaire and send a uniformed photo (no official service photos). Please send them by Jan. 23 to Ms. Jillian Adams at: [jillian.b.adams.ctr@army.mil](mailto:jillian.b.adams.ctr@army.mil)



February Observances

Black History Month  
American Heart Month  
Financial Aid Awareness Month

National Freedom Day 1

Groundhog Day 2

National Missing Persons Day 3

Mardi Gras 4

Super Bowl LIX 9

Valentines Day 14

National Organ Donor Day 14

National Caregivers Day 16

Annual Engineers Week Celebration 16-22

Presidents Day 17

Coast Guard Reserve Birthday 19

Love Your Pet Day 20

Ramadan Feb. 28 - Mar. 30

Servicemember Spotlights

We need your help highlighting our diverse force in honor of Women’s History Month in March. To participate, Guard members must complete the spotlight questionnaire and send a uniformed photo (no official service photos). Please send them by Feb. 20 to Ms. Jillian Adams at: [jillian.b.adams.ctr@army.mil](mailto:jillian.b.adams.ctr@army.mil)

February - Diversity

Media Team Themes

Focus Points:  
Representation in communities - The Guard is heavily embedded in nearly every U.S. community, making its composition naturally reflective of the diverse populations it serves. This includes racial, ethnic, socioeconomic, and cultural diversity.

Inclusivity Through Accessibility - The Guard often offers more accessible entry points for individuals, such as flexible service commitments and educational benefits. This draws recruits from various backgrounds who may face barriers to regular, active-duty military service.

Defending the Homeland - Guard units frequently assist with local crises, such as disaster relief, civil unrest, and public health emergencies. These high-profile roles allow the Guard to represent the military in a way that visibly highlights diverse service members working collaboratively.

Broad Mission Scope - The Guard’s state and federal missions expose service members to diverse challenges and opportunities, encouraging collaboration across backgrounds and fostering a culture that values varied perspectives to solve complex problems. The National Guard embodies the spirit of Department of Defense diversity initiatives by fostering an inclusive force that reflects the nation it serves.

Forward Approach:  
The National Guard Bureau’s media operations branch remains steadfast in supporting future diversity efforts. The branch upholds the Guard’s commitment to fostering a culture of equity and representation moving forward. The branch also remains committed to supporting the spirit of diversity efforts while adapting to the priorities of new military and civilian leadership.

Social Media Content Samples

[Click here to watch](#)



Guard Airmen Celebrate African Americans in the Arts  
(Video by: U.S. Air Force Tech. Sgt. Sarah McClanahan)

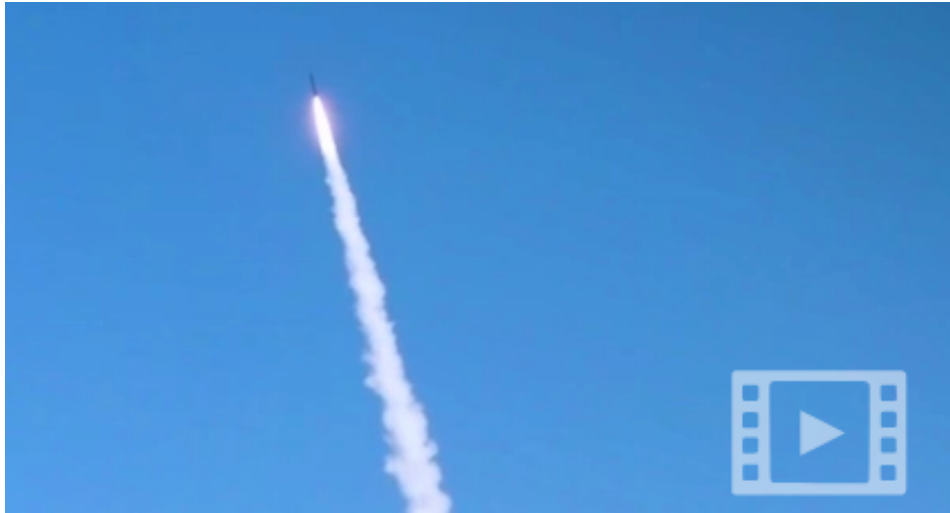
[Click here to watch](#)



The National Guard recognizes Women’s Equality Day  
(Video by: U.S. Air Force Master Sgt. Brandy Fowler)

March - Space

[Click here to watch](#)



The Guard’s space mission includes communications, combat support, cyber defense, ballistic missile defense, and tracking objects in space. (Video by: U.S. Air Force Master Sgt. Amber Monio)

Media Team Themes

National Guard Space Operations Vision:  
National Guard space forces are ready, relevant and aligned as the premier reserve component to meet warfighting requirements, and to support their states’ citizens in their time of need.

National Guard Space Mission Facts:  
The Air National Guard has conducted space missions for over 25 years.

The National Guard has 14 units that support space operations, across seven states and one territory: Alaska, California, Colorado, Florida, Hawaii, New York, Ohio, and Guam.

More than 1,200 ANG members make up 11 % of Space Force professionals.

The ANG operates the nation’s only survivable and enduring strategic missile warning and nuclear detection capability.

The ANG provides 60% of the Space Force’s offensive space electronic warfare deployable capabilities.

Servicemember Spotlights

We need your help highlighting our diverse force in honor of Asian American and Pacific Islander Heritage Month in May. To participate, Guard members must complete the spotlight questionnaire and send a uniformed photo (no official service photos). Please send them by April 21 to Ms. Jillian Adams at: [jillian.b.adams.ctr@army.mil](mailto:jillian.b.adams.ctr@army.mil)

March Observances

Women’s History Month  
Caffeine Awareness Month  
Nutrition Month  
Brain Injury Awareness Month  
Reading Month

1-7 National Invest in Veterans Week  
1-4 International Women’s Week

1 Self-Injury Awareness Day  
National Horse Protection Day

2 National Read Across America Day

3-9 Women of Aviation Worldwide Week

3 National Anthem Day  
National Employee Appreciation Day  
Navy Reserve Birthday  
World Wildlife Day

4 National Hug a G.I. Day

6 National Be Heard Day

7 National Employee Appreciation Day

8 International Women’s Day

13 National K9 Veterans Day

16 National Freedom of Information Day

17 St. Patrick’s Day

18 Biodiesel Day

20 First Day of Spring

22 Bataan Memorial Death March marathon

25 National Medal of Honor Day

29 National Vietnam War Veterans Day  
30 National Doctors Day

Ramadan  
begins Feb. 28 - ends on March 30