

Military Cultural Competence

Course code: EL-MCC-MIL-CDP

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Section 1: Introduction

About this course

Currently, well over 2 million people are serving in the Active or Selected Reserve components of the United States military, around the country and around the world. With over 1.64 million deployments since 2001 and a continued presence in Iraq, Afghanistan and other areas of conflict, the need for quality, culturally competent care for service members and their families has never been greater. In this course you will acquire knowledge regarding military culture so that you can understand, communicate, and effectively interact with service members and their families. Having basic knowledge regarding the values, structure, policies, and expectations of the military can promote a stronger patient-provider alliance and help develop skills to provide more effective clinical care. This course teaches you military rank structure, the branches of service along with their missions and core values, active versus reserve status components, demographic characteristics and general and deployment related terms. You will utilize a blend of experiential exercises and self-study to give you the tools you need to implement this knowledge. This course is appropriate for all clinicians working with this population.

If you are taking this course within a learning management system that offers continuing education credit, you must successfully pass the final exam and complete the course evaluation in order to receive credit.

About The Author

Jenna Ermold, Ph.D. is the Instructor for this course. She is a clinical psychologist who currently works for the Center for Deployment Psychology where she develops online training materials for behavioral health clinicians to improve competency in working with military members and their families. Previously, Dr. Ermold served as a subject matter expert for the Army Behavioral Health Technology Office of Madigan Army Medical Center at Fort Lewis, Washington where she was responsible for the development and delivery of assessment content and program evaluation to be used interactively on the afterdeployment.org web portal. Dr. Ermold has served as Deployment Behavioral Health Psychologist at the Center for Deployment Psychology (Malcolm Grow Medical Center, Andrews Air Force Base) where she provided clinical care, training and supervision. Dr. Ermold took this position after serving on Active Duty in the Air Force as a clinical psychologist for four years. Dr. Ermold specializes in health psychology, behavioral health integration into primary care, women's reproductive behavioral health, PTSD, and military psychology. She received her BA from Middlebury College, her Ph.D. in Clinical Psychology from the University of Vermont and completed her clinical internship at Malcolm Grow Medical Center, Andrews AFB.

USU Statement

The Uniformed Services University of Health Services (USU), 4301 Jones Bridge Road, Bethesda, MD 20814-4799 is the awarding and administering office for award # HU0001-06-1-003.

This project is sponsored by the Uniformed Services University of Health Services (USU); however, the information or content and conclusions do not necessarily represent the official position or policy of, nor should any official endorsement be inferred on the part of , USU, the Department of Defense, or the U.S. Government.

Learning Objectives

After viewing this course, you should be able to:

- Discuss demographic characteristics of service members.
- Explain the military rank structure and organization and distinguish the primary mission and core values of each branch of service.
- Summarize general and deployment related military terms along with the differences and similarities between Active and Reserve components.

Introduction to the Course

SPOKEN AUDIO:

Why is it important to be culturally competent?

Acquiring knowledge regarding military culture can result in improved abilities to understand, communicate, and effectively interact with service members and their families. Having basic knowledge regarding the values, structure, policies, and expectations of the military can promote a stronger client-provider alliance and help develop skills to provide more effective clinical care.

Your New Client

SPOKEN AUDIO:

Let's look at how being culturally competent with a military member can help you be a better provider.

A 20 year old male self refers to you for feeling "on edge", "pissed off," and having difficulty sleeping. He tells you that he is a SPC in the Army National Guard who returned about 4 months ago from a 15 month deployment to Iraq. In your first meeting he tells you he is a gunner attached to Bravo Company, 2nd Battalion, 7th Infantry Regiment, First Brigade Combat Team 3ID. He's coming to see you because his First Sergeant expressed concern over his irritability during their last drill. He reports that he is still angry with everyone from his Company Commander down to his Platoon Leader for many decisions made down range. He is married with 2 children under the age of 4, one of whom was born during his deployment. He reports a strained relationship with his spouse who he says "doesn't get" what he went through during his deployment. He also indicates that he plans to volunteer to deploy again as soon as possible.

Questions

What does it mean that he is in the "Army National Guard?"

What is a SPC? A gunner?

What does it mean that he is from the First Brigade Combat team 3ID?

What does "down range" mean?

SPOKEN AUDIO:

Knowing the answers to these questions and becoming more familiar with other aspects of military life will increase your comfort and improve your competence as a provider working with service members and their families.

Section 2: Military Rank Structure

Military Rank Structure

SPOKEN AUDIO:

Let's begin by reviewing the military rank structure. The military is comprised of three general categories of rank that include Enlisted, Warrant Officers, and Commissioned Officers.

Enlisted Service Members account for the majority of military personnel (~ 84% Active Component). Enlisted personnel typically perform specific job functions much like an employee at a company. As enlisted personnel progress up the ranks their leadership responsibilities increase significantly. This responsibility is recognized formally by the use of the terms noncommissioned officer (NCO) and petty officer. An Army sergeant, an Air Force staff sergeant, and a Marine corporal and above are considered NCO ranks. The Navy NCO equivalent, petty officer, is achieved at the rank of petty officer third class and above. You may also hear enlisted members referred to by their pay grade such as "E-1" or "E-6". These pay grades are the same across services although the corresponding rank might have a different name. Enlisted personnel generally have a high school diploma (or equivalent), however many have or are actively working towards higher degrees.

[Access to print out the insignias for enlisted ranks.](#)

Warrant Officers

SPOKEN AUDIO:

Warrant Officers are highly specialized experts in specific career fields. Their purpose is to provide specialized knowledge and instruction in their primary specialty (e.g., a pilot).

Warrant Officers do not focus on increased levels of command and staff duty positions like Commissioned Officers who are generalists. There are no warrant officers in the Air Force. Warrant Officers make up approximately 2% of military personnel.

[Access to print out the insignias for Warrant Officers ranks.](#)

Commissioned Officers

SPOKEN AUDIO:

Commissioned Officers are similar to managers or leaders in a company. The commissioned ranks are the highest in the military. These officers hold presidential commissions and are confirmed at their ranks by the Senate. Army, Air Force and Marine Corps officers are called company grade officers in the pay grades of O-1 to O-3, field grade officers in pay grades O-4 to O-6 and general officers in pay grades O-7 and higher.

The equivalent groupings in the Navy are junior grade, mid-grade and flag. Commissioned Officers generally do not specialize as much as enlisted personnel and warrant officers. As an officer moves up rank he or she gains more experience in different areas with the ultimate goal of taking command over more and more troops. In general, commissioned officers have a minimum of a four-year bachelor's degree and additional advanced degrees (e.g., a masters) are encouraged to continue to be promoted. Commissioned Officers make up approximately 14% of military personnel.

Ability to print out the insignias for Commissioned Officer ranks.

Section 3: Branches of Service: Missions and Core Values

The United States Military

Motto: This We'll Defend.

Army's Mission: "To fight and win our Nation's wars by providing prompt, sustained land dominance across the full range of military operations and spectrum of conflict in support of combatant commanders."

SPOKEN AUDIO:

The armed forces are comprised of four branches each with a different function and purpose and each with a unique culture of its own.

The Army is the oldest and largest of the military services and represents the main ground force for the United States. The Continental Army was formed on June 14th 1775 to meet the demands of the Revolutionary War and was subsequently replaced by the United States Army which was created by Congress on June 14, 1784. The Army is comprised of an Active component and two Reserve components, the Army National Guard and the Army Reserves.

The Army's mission is "to fight and win our Nation's wars by providing prompt, sustained land dominance across the full range of military operations and spectrum of conflict in support of combatant commanders."

Army Structure

The Army is comprised of the "operational Army" and "institutional Army."

SPOKEN AUDIO:

The Army is comprised the "operational Army" and "institutional Army," The operational Army conducts the full spectrum of operations around the world and consists of numbered armies, corps, divisions, brigades, battalions, companies, platoons, and squads. The diagram displays the organizational structure, number of soldiers, and typical rank in command at each level.

The institutional Army essentially supports the operational army and provides the infrastructure necessary to make certain the Army can function. It ensures adequate training, equipment, and logistical support at home and once forces are deployed.

Army Core Values

Each branch of service has its own set of core values.

These core values are intended to guide service members throughout their careers and day to day life.

1. Loyalty
2. Duty
3. Respect
4. Selfless Service
5. Honor
6. Integrity
7. Personal Courage

SPOKEN AUDIO:

Each branch of service has its own set of “core values” that are taught and instilled in their service members. These core values are intended to guide services members throughout their career and day to day life.

The Army has seven core 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).

United States Navy

Motto: Semper Fortis “Always Courageous”

Navy Mission: “To maintain, train and equip combat-ready Naval forces capable of winning wars, deterring aggression and maintaining freedom of the seas.”

SPOKEN AUDIO:

The Navy is the second largest branch of service. The U.S. Navy was founded on 13 October 1775, and the Department of the Navy was established on 30 April 1798. The Navy is comprised of an Active and Reserve component but does not have a National Guard. The Navy's primary mission is "to maintain, train and equip combat-ready Naval forces capable of winning wars, deterring aggression and maintaining freedom of the seas." In addition, the Navy also plays an essential role in augmenting air power and transporting Marines to areas of conflict.

Navy Structure

The Navy has three principle components that include the Navy Department, the operating forces, and the shore establishments.

SPOKEN AUDIO:

The Navy has three principle components that include the Navy Department, the operating forces, and the shore establishments. The Department of the Navy actually consists of two uniform services, the USN and the USMC with the Chief of Naval Operations and the Commandant of the Marine Corps having administrative responsibility for the Navy and Marine Corps, respectively. Both report to SECNAV regarding the condition of personnel, equipment, training for their respective organizations. Navy assists the USMC with transportation (ships), medical personnel and support, and supply.

Navy Structure – Operating Forces

The Operating forces, known as "the fleet", help facilitate vibrant maritime commerce, protect against ocean-related threats and acts, defend against weapons of mass destruction in maritime domain, facilitate international cooperation, and defend and protect the freedom of the seas.

SPOKEN AUDIO:

The Operating forces, known as "the fleet", help facilitate vibrant maritime commerce, protect against ocean-related threats and acts, defend against weapons of mass destruction in maritime domain, facilitate international cooperation, and defend and protect the freedom of the seas. The fleet consists of the deploying ships, submarines, and aircraft of the US Naval forces and the personnel attached to those assets. Naval operational forces also provide transportation and protection of Marine amphibious forces. Additionally, the operational forces are responsible for humanitarian operations, counter-piracy, counter-drug, and counter human trafficking missions.

Navy Structure – Short Establishment

The shore establishment provides support to the operating forces, and like the institutional army, enables the operational side to function.

SPOKEN AUDIO:

The shore establishment provides support to the operating forces, and like the institutional army, enables the operational side to function. The shore establishment provides services such as machinery, electronics, ship and aircraft repair, communications centers, training and simulation areas, intelligence and meteorological support, storage for parts, fuel, and munitions, air bases, and health care facilities.

Navy Core Values

1. Honor
2. Courage
3. Commitment

Sailor's Creed:

I am a United States Sailor.

I will support and defend the Constitution of the United States of America and I will obey the orders of those appointed over me.

I represent the fighting spirit of the Navy and all who have gone before me to defend freedom and democracy around the world.

I proudly serve my country's Navy combat team with Honor, Courage and Commitment.

I am committed to excellence and the fair treatment of all.

SPOKEN AUDIO:

The Navy focuses on three core values:

1. Honor: I am accountable for my professional and personal behavior. I will be mindful of the privilege I have to serve my fellow Americans.
2. Courage: Courage is the value that gives me the moral and mental strength to do what is right, with confidence and resolution, even in the face of temptation or adversity.
3. Commitment: The day-to-day duty of every man and woman in the Department of the Navy is to join together as a team to improve the quality of our work, our people and ourselves.

United States Marine Corp

Motto: Semper Fidelis, "Always Faithful"

Marine Corps Mission:

- The seizure or defense of advanced naval bases and other land operations to support naval campaigns.
- The development of tactics, techniques, and equipment used by amphibious landing forces.
- Such other duties as the President may direct. (National Security Act of 1947)

SPOKEN AUDIO:

The USMC was originally organized as the Continental Marines on Nov 10, 1775 and served as naval infantry. The Continental Marines were disbanded by the end of the revolutionary war and then reestablished as the United States Marine Corps by Congress in 1798.

The USMC's primary purpose, historically, has been to conduct "amphibious warfare" or the utilization of firepower, logistics and strategy to project military power ashore. Their mission and responsibilities include: "the seizure or defense of advanced naval bases and other land operations to support naval campaigns, the development of tactics, techniques, and equipment used by amphibious landing forces and such other duties as the President may direct". The Marine Corps is the smallest of the armed forces in the DoD with just over 190,000 active component and 40,000 reservists (<http://siadapp.dmdc.osd.mil/personnel/MILITARY/ms0.pdf>).

Similar to the Navy, the Marine Corps is comprised of an Active and Reserve component but does not have a National Guard.

Marine Corp Structure

The Marine Corps is made up of the:

- Headquarters Marine Corps
- The Operating Forces

- Supporting Establishments
- The Marine Forces Reserve

SPOKEN AUDIO:

As mentioned previously, administratively, the Marine Corps is a component of the Dept. of the Navy but it acts operationally as a separate branch of the military. The Marine Corps is made up of the Headquarters Marine Corps, the Operating Forces, Supporting Establishments, and the Marine Forces Reserve.

Marine Corp Values

1. Honor
2. Courage
3. Commitment

SPOKEN AUDIO:

The Marine Corps core values are the same as the Navy's: Honor, Courage and Commitment.

United States Air Force

Motto: Above All

Air Force Mission: "To deliver sovereign options for the defense of the United States of America and its global interests to fly and fight in air, space and cyberspace."

SPOKEN AUDIO:

The Air Force is the youngest of all the military services and represents the aerial warfare branch of the armed forces. The USAF was formed as a separate branch of the military on 18 Sept 1947 and was known prior to that as the Army Air Corps. The USAF is comprised of an active component and two reserve components, the Air Force Reserve and the Air National Guard. While the Army, Navy and Marines all have and utilize aircraft, it remains the mission of the Air Force to "deliver sovereign options for the defense of the United States of America and its global interests, to fly and fight in air, space and cyberspace."

Air Force Structure

SPOKEN AUDIO:

Similar to the Army and Navy, the Air Force has two primary chains of command: Administrative & Operational. The Operational Branch allows direct access to the combat forces through the Combatant Commander and the Commander of Air Force Forces in accordance with the Goldwater-Nichols Act. Most units function under the Administrative chain when not deployed.

The Administrative Air Force has three basic levels of command: the Air Staff/Headquarters (HQ), Major Commands (MAJCOMs) and the Air Base. The Air Staff is led by the Chief of Staff who essentially relays the Air Staff plans and recommendations to the Secretary of the Air Force (SECAF) and serves as the SECAF's agent in carrying such plans out.

Air Force Structure - MAJCOMs

The next level of command is the MAJCOMs which represent major subdivisions of the Air Force mission or geographic locations.

The Numbered Air Force is the level of command under the MAJCOM and typically serves an administrative and/or operations role. Most Air Force bases are organized around a Wing, with a Wing Commander who reports to the MAJCOM Commander.

SPOKEN AUDIO:

The next level of command is the MAJCOMs which represent major subdivisions of the Air Force mission or geographic locations. MAJCOMs may be operational and consist of strategic, tactical, space or defense forces (as well as flying forces that directly support such forces) or support commands which may provide weapons systems, supplies, operational support equipment, education and training.

The Numbered Air Force is the level of command under the MAJCOM and typically serves an administrative and/or operations role. Most Air Force bases are organized around a Wing, with a Wing Commander who reports to the MAJCOM Commander.

Wings are often comprised of three or more operational and support groups. Within a group are three or more squadrons each with a separate mission or role within the Group.

Flights and Elements are the smallest components of the AF structure and typically are organized around a specific part of the squadron mission.

Air Force Core Values

1. Integrity First
2. Service Before Self
3. Excellence In All We Do

SPOKEN AUDIO:

The Air Force has three core values:

1. Integrity First: The Airman is a person of integrity, courage and conviction.
2. Service Before Self: An Airman's professional duties always take precedence over personal desires.
3. Excellence In All We Do: Every American Airman strives for continual improvement in self and service.

United States Coast Guard

Motto: Semper Paratus, "Always Ready"

Coast Guard Mission: "To protect the public, the environment, and the United States economic and security interests in any maritime region in which those interests may be at risk, including international waters and America's coasts, ports, and inland waterways."

SPOKEN AUDIO:

The United States Coast Guard is an armed force but differs from the rest as it is not a part of the Department of Defense but instead falls within the Department of Homeland Security. Its fundamental roles include maritime safety, maritime security, maritime mobility, national defense, and protection of natural resources. The USCG's mission is to "protect the public, the environment, and the United States economic and security interests in any maritime region in which those interests may be at risk, including international waters and America's coasts, ports, and inland waterways."

More About the United States Coast Guard

The Coast Guard can operate under the DoD as a service in the Dept of the Navy if Congress declares war or at the request of the President.

1. Honor
2. Respect
3. Devotion to Duty

SPOKEN AUDIO:

While the USCG has an extensive and critical role in homeland security, law enforcement, search and rescue, marine environmental pollution response, and the maintenance of river, intracoastal and offshore aids to navigation, it is not further discussed in this training due to our focus on those branches within the DoD. It is important to know, however, that during war, the USCG can operate under the DoD as a service in the Dept of the Navy if Congress declares war or at the request of the President. References are available at the end of the training if you are interested in additional information about this essential service.

Section Summary

That completes our brief introduction to each of the armed forces.

Next we'll review differences and similarities between the active and reserve components of the United States military.

Section 4: Active Versus Reserve Component

Active Component

There are cultural differences between Active and Reserve components that are important to understand. Active Component (AC):

- Works full-time for the military
- Full time hours, full time benefits
- On-call 24 hrs/day, 365 days a year
- Permanent force of the military
- 1.38 million members for 2006 (includes enlisted, warrant officers, commissioned officers, cadets/midshipmen)

SPOKEN AUDIO:

Aside from the general military culture and service specific cultures, there are also cultural differences between Active and Reserve components that are important to understand. We will review each component individually, starting with the Active Component.

A service member in the Active Component (AC) essentially works “full-time” for the military. Being on active status means working the hours required of a position and also receiving the benefits offered as a full-time employee. Although Active Duty members are essentially on call 24 hours a day, seven days a week most work a normal 40-50 hour work week when not deployed. Individuals in the Active component make up the permanent force of the military that is maintained during peacetime as well as wartime. The end strength of the Active Component (including enlisted, Warrant Officers, Commissioned Officers and Cadets/Midshipmen) for FY 2006 was slightly over 1.38 Million.

AC Benefits

Benefits include:

1. Competitive salary and bonuses
2. Healthcare
3. Annual leave
4. Base privileges
5. Retirement

SPOKEN AUDIO:

Serving in the Active Component military means members enjoy many benefits like competitive salaries and bonuses, free health care for both the member and their family, 30 days of annual leave (or vacation), access to base privileges which include recreational, social, and support services on base (like employment assistance for spouses, childcare centers, fitness facilities, base or post exchanges and commissaries). Retirement compensation, medical care and base/post privileges at twenty years time in service remains a very valued benefit for many service members as well.

AC Challenges/Stressors

While serving in the Active Component comes with many benefits, it also comes with challenges and stressors unique to full-time military life. Click on the speaker next to each picture to hear more each individual challenge.

Permanent Change of Station (PCS): Active Component service members are required to move to different duty stations after a period of time in order to meet the needs of the mission and provide opportunities for leadership and career development. Although the duration of time on station varies between services and career fields, generally service members (and their families) PCS approximately every 2 – 4 years. While moving is often seen as a positive thing by many service members and their families, it can be a stressful process requiring a rebuilding of community, separation from family or established friends, change of school for children and a change of job for a spouse.

Temporary Duty (TDY): Service members often have a travel assignment at a location other than their duty stations. TDY's can be to attend trainings, conferences or meetings or to fill in temporarily to complete a mission. They typically last between a few days to a few months but must be shorter than a year.

Deployment: A deployment is when a service member is called to duty somewhere other than their permanent duty station (without his or her family). Deployment lengths vary depending on branch of service, career field, and amount of time needed to complete a mission but currently range from approximately 6 – 15 months. Deployments may be in support of a conflict or humanitarian in nature.

Challenges/Stressors

SPOKEN AUDIO:

-- Foreign residence: Currently many duty stations and deployment locations are outside of the continental US in overseas locations. Overcoming cultural differences, language

barriers, and separation from friends and family can be challenging for service members and their families.

-- Risk of injury or death: Risk of injury or death as well as concern for a loved one's safety are real stressors for service members and their families.

-- Behavioral expectations: In keeping with each service's core values, there are many expectations regarding how military members should act in their professional and personal life. While activities engaged in during off-duty time are up to the service member, there is a high level of scrutiny and visibility within the military community that can create pressure at times. These expectations and the pressure that goes with them can also extend to military families whose members are also expected to conform to certain behavioral expectations.

Reserve Component

Now that you get a sense of what it means to be in the Active Component, let's review the Reserve Component.

- Part-time duties
- One weekend a month, 2 weeks a year
- Can be activated to augment AC
- 7 components

SPOKEN AUDIO

Now that you get a sense of what it means to be in the Active Component, let's review the Reserve Component. Reserve component service members perform part-time duties as opposed to active component members. They are obligated to perform service and/or train one weekend a month and for two weeks a year. This equals to 39 days/year minimum. In addition, the Reserve component can be called up or activated to augment the Active component when necessary. In recent years this has happened often and many members of the Reserve component have been deployed to Iraq and Afghanistan. The Reserve components are comprised of the National Guard and Reserves. There are seven reserve components of the U.S. military:

1. Army Reserve
2. Army National Guard
3. Air Force Reserve
4. Air National Guard
5. Navy Reserve
6. Marine Corps Reserve
7. Coast Guard Reserve

National Guard vs. Reserves

“...the National Guard continues its historic dual mission, providing to the states units trained and equipped to protect life and property, while providing to the nation units trained, equipped and ready to defend the United States and its interests, all over the globe.”

SPOKEN AUDIO:

In many respects, the National Guard is similar in function to the Reserves. The primary difference between the two is that while the Reserves are “owned” by the federal government, each individual state “owns” its National Guard. However, the National Guard may also be activated into Federal military service during times of need like the present wars in Iraq and Afghanistan. In this sense, the National guard essentially has a dual mission to serve its state as well as the federal government.

Regardless of Reserve or Guard status, when a RC unit gets activated or mobilized they are essentially being called into active duty status and serve as such.

RC Benefits

Benefits include:

- Pay for drill and annual training
- Bonuses
- Healthcare
- Base Privileges
- Retirement

SPOKEN AUDIO:

Joining the National Guard or Reserves is appealing to many individuals due to the flexibility it provides in serving ones country while maintaining employment or educational goals.

One of the benefits RC members receive includes compensation during drill weekends and annual training. Pay is based on member’s current rank and time in service. For example, an E3 would make approximately \$212 for a weekend drill while a Captain would make around \$450.

If a RC member is activated, they receive pay the same as any full-time AC member.

Currently, many bonuses are being offered to reservists in specific jobs or occupations. In terms of healthcare, RC members may be entitled to purchase a new healthcare plan called Tricare Reserve Select which provides healthcare to RC members and their families for a fee depending on rank and other factors. If a RC member is activated, they and their family receive the same free healthcare as an AC member.

RC members may take advantage of all the same base privileges as AC members. Members of the RC will also receive pro-rated retirement pay at age 60 after completing at least 20 years of part-time service (39 days a year).

RC Challenges

SPOKEN AUDIO:

While reservists do not PCS like Active duty members, they have many challenges associated with being “citizen soldiers” versus full time service members.

Mobilization and deployment. When reserve members are mobilized and deploy they leave behind their full-time lives including jobs, families, and communities. Many times these communities are not close to military installations where support and health care services are available to families.

Leaving a civilian job can be extremely stressful especially if the member is self-employed or owns his/her own business. Like Active Component service members, Reservists are facing unprecedented multiple deployments which require repeated and extended service away from whatever endeavors they pursued in their normal lives (jobs, attending school, running a business).

When Reservists are demobilized and return home, often times they are not in areas near a military facility for healthcare and other services. This isolation from a strong military community can be difficult to adjust to post-deployment.

Active and Reserve Components Summary

Hopefully this overview of Active and Reserve components, while not entirely comprehensive, gives you a sense of the difference between the two.

Before we continue, let’s review some similarities and differences.

Click the next button to continue.

Active and Reserve Components Review Question 1

True or False: The Reserve Components (Reserve and National Guard) are “owned” by their state first and then the federal government.

The correct response is False.

The Reserves are “owned” by the federal government but each National Guard unit is “owned” by its state, however, guard units may also be activated into federal military service.

Active and Reserve Components Review Question 2

True or False: RC members earn the same annual pay as AC members.

The correct response is False.

RC members earn pay for duty days worked (e.g., drill weekends and annual training). They do not make the same annual pay as AC members if they are activated and essentially become full-time employees.

Active and Reserve Components Review Question 3

True or False: AC service members must PCS (move to a new duty station) every year.

The correct response is False.

AC service members typically PCS every 2 – 4 years. These moves usually provide the service member with additional training or leadership opportunities and are essential for promotion.

Active and Reserve Components Review Question 4

True or False: A deployment is when a service member is called to duty somewhere other than their permanent duty station - without his or her family members.

The correct response is True.

Section 5: Demographic Characteristics

Demographic Characteristics

One way to get a better understanding of a culture is to examine some general demographic characteristics of the population.

This section will provide information regarding age, gender, marital status, race/ethnicity, and occupational area of active and reserve component service members.

All data was abstracted from Population Representation in the Military Services FY06 Report, Office of the Under Secretary of Defense, Personnel and Readiness unless otherwise noted.

Active and Reserve Component Enlisted by Age Group

Active and Reserve Component Enlisted by Age Group with Civilian Comparison Group

Age Range	Active Component	Reserve Component	Civilian Labor Force
17 - 19 years	8.86%	7.69%	3.93%
20 - 24 years	38.28%	24.61%	10.01%
25 - 29 years	22.24%	17.29%	11.12%
30 - 34 years	12.77%	11.94%	10.56%
35 - 39 years	10.58%	14.09%	11.57%
40 - 44 years	5.5%	11.73%	12.23%
45 - 49 years	1.52%	6.69%	12.48%
50 + years	.25%	5.97%	28.10%

SPOKEN AUDIO:

Let's start with age.

In general, both the active duty and reserve component members of the military show a more youthful composition than that of the civilian work force.

In fact, in 2006, almost half of the active component enlisted members and 32% of the

reserve component enlisted members were between the ages of 17 to 24 years old compared to approximately 14% of the comparable civilian labor force matched for age.

Active and Reserve Component Officers by Age Group

Active and Reserve Component Officers by Age Group with Civilian Comparison Group

Age	Active	Reserve	Civilian College
Range	Component	Component	Graduates
18 – 24 years	10.09%	2.55%	4.88%
25 – 29 years	22.28%	7.42%	11.91%
30 – 34 years	20.58%	13.01%	12.35%
35 – 39 years	20.00%	23.54%	13.15%
40 – 44 years	15.36%	24.58%	12.58%
45 – 49 years	7.71%	15.66%	12.77%
50 + years	3.92%	13.22%	32.36%

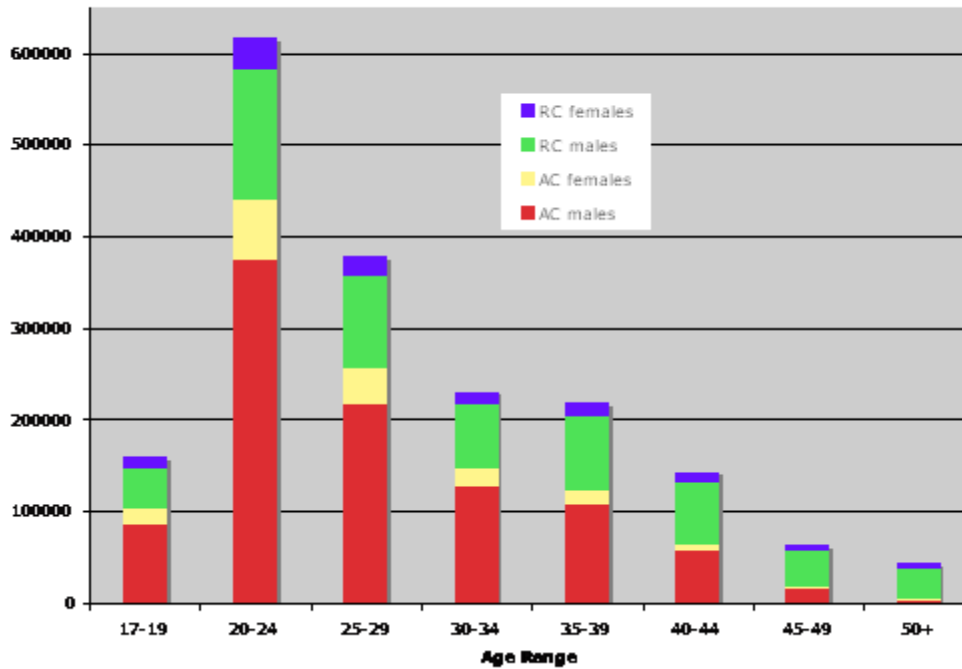
SPOKEN AUDIO:

Looking at officers, both Active and Reserve Component Officers have an older composition than enlisted members with a mean age of 34 for AC officers and 40.6 for Reserve Component Officers.

However, Officers in both components have a younger composition than that of a similar civilian comparison group.

AC and RC Combined, Enlisted Members by Age and Gender

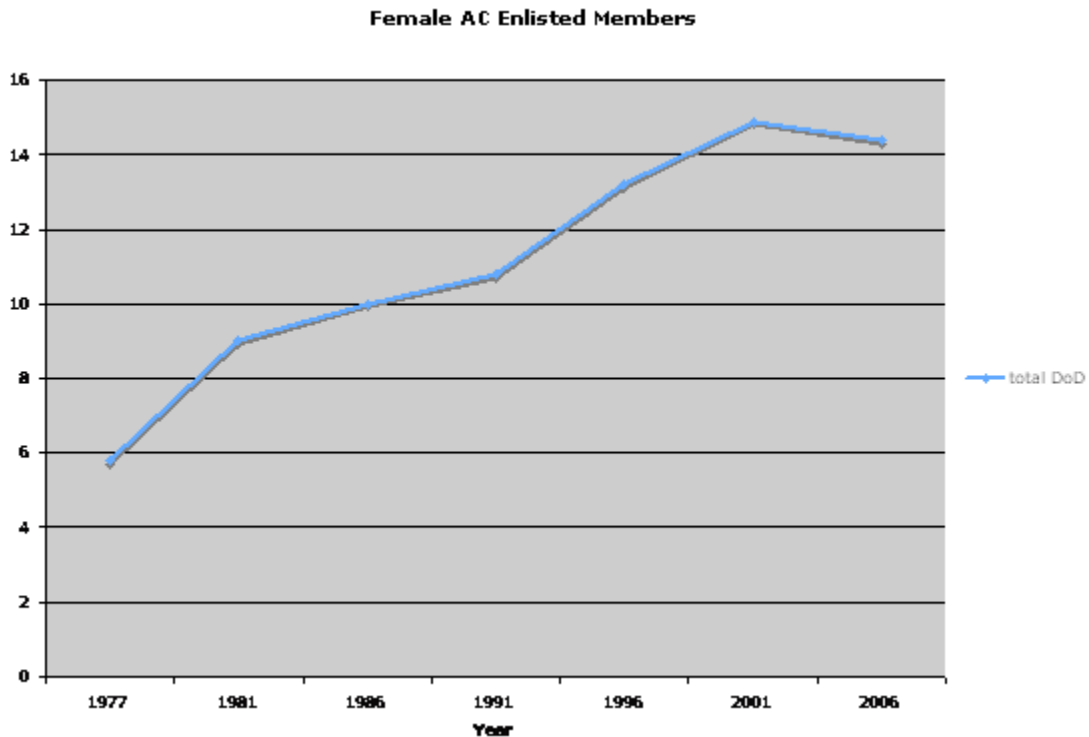
AC and RC Combined, Enlisted Members by Age and Gender



SPOKEN AUDIO:

This figure shows the age distribution of both Active and Reserve Component Enlisted Members by Gender. For both components and both genders, the majority of members are in the age group 20 – 24. When working with the military population, it is important to keep in mind that while generally younger than the average age of someone in the civilian work force, military men and women typically have responsibilities well above their educational level and age group peers.

Gender



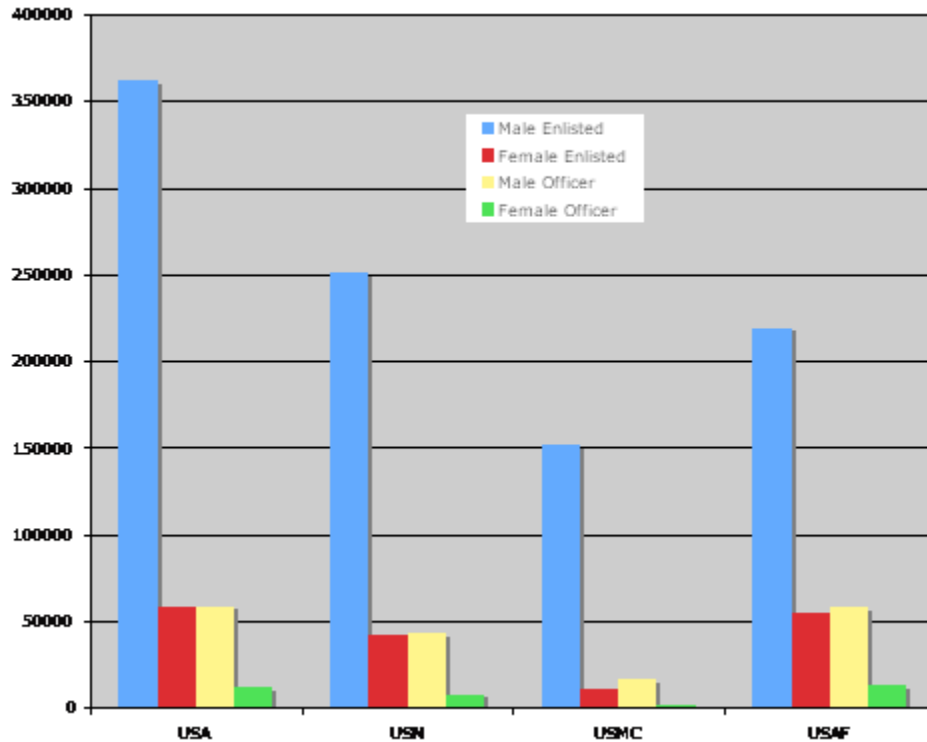
Currently, 92% of all career fields have been opened to women.

SPOKEN AUDIO:

While still in the minority, women have continued to increase their representation and roles in the military since the inception of the All Volunteer Force.

With the rescinding of the Risk Rule in 1994, the Ground Combat Rule opened many new jobs and opportunities for women in the military. Currently, 92% of all career fields have been opened to women and the new millennium has seen the highest proportion of women in uniform in the history of the U.S. military.

Gender in Active Component



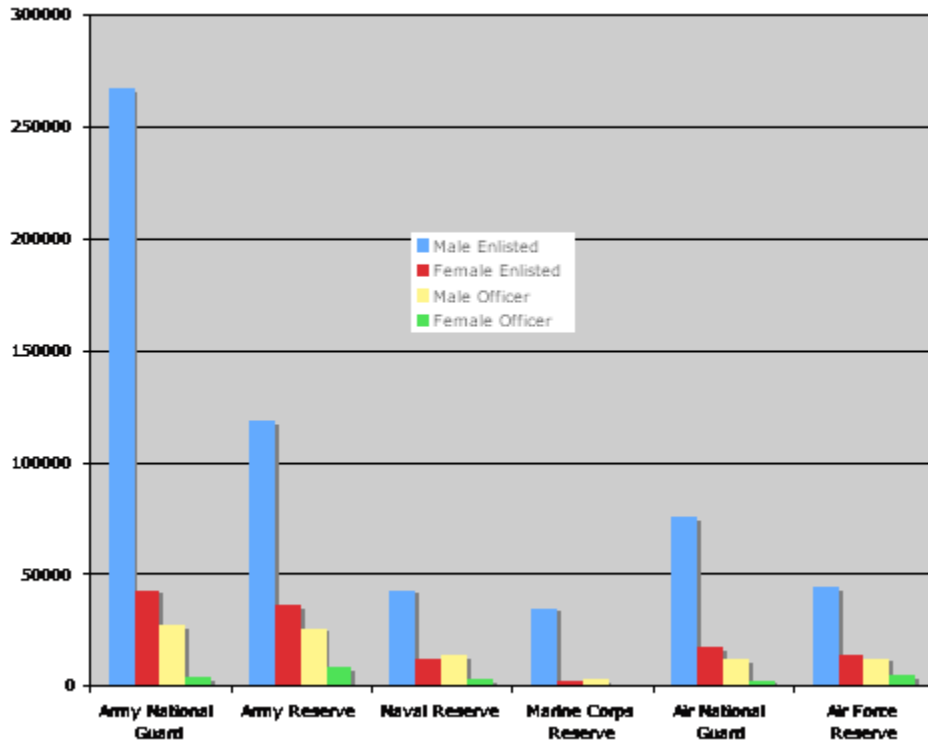
SPOKEN AUDIO:

This figure represents the proportion of women who are officers and enlisted members by each branch of service for the Active Component.

Overall, in FY2006 women represented 15% of the Active Component military broken down as 14%, 15%, 6% and 20% of the Active Component Army, Navy, Marine Corps, and Air Force respectively.

The lower proportion of women in the Marine Corps is mostly due to a higher proportion of combat arms positions which precludes women from serving in those units.

Gender in Reserve Component



SPOKEN AUDIO:

This figure represents the proportion of women who are officers and enlisted members by each branch of service for the Reserve Component. Overall in FY 2006, women represented 17% of the Reserve Component military broken down as and 14%, 23%, 22%, 5%, 18% and 23% of the Army National Guard, Army Reserve, Naval Reserve, Marine Corps Reserve, Air National Guard and Air Force Reserve respectively. Again, the lower proportion of women in the Marine Corps Reserve is due primarily to the higher proportion of combat arms positions.

Gender and Rank

E1 – E3: 15%

E4 – E6: 15%

E7 – E9: 10%

O1 – O3: 18%

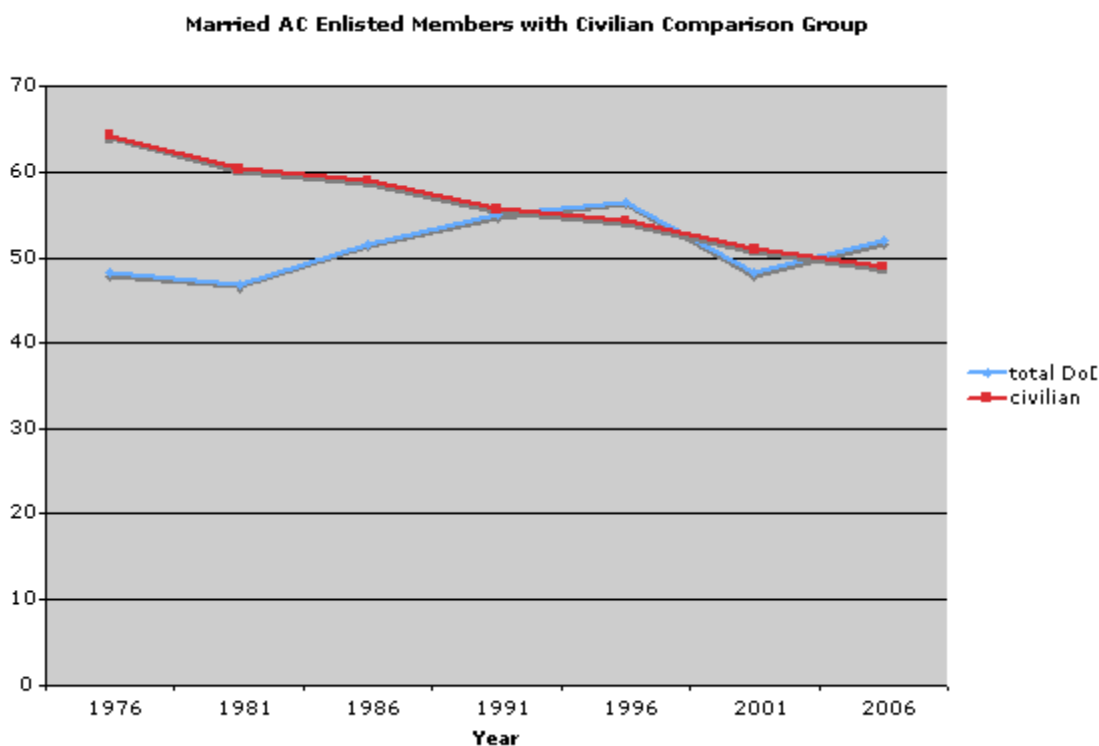
O4 – O6: 13%

O7 – O10: 6%

SPOKEN AUDIO:

In terms of rank, for the AC, gender composition is similar to the overall gender representation in the military for junior enlisted (15%), NCO's (Non-Commissioned Officers; 15%), Company Grade Officers (O1 – O3; 18%) and Field Grade Officers (O4- O6) 13%. Representation of women is slightly lower for Senior Enlisted (E7 – E9 = 10%) and General Officers (O7 – O10 = 6%).

Marital Status

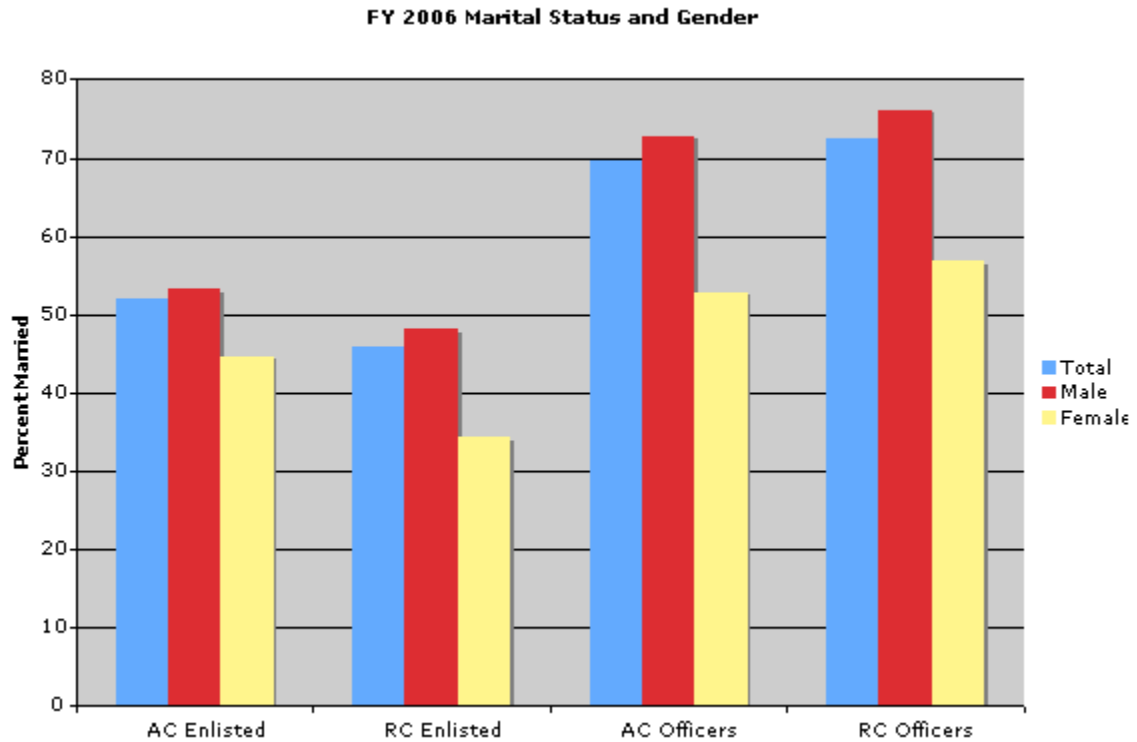


SPOKEN AUDIO:

Marital status. While, in general, the rate of married service members has risen over the years, it has not maintained a steady growth but, instead, has seen some up and down swings. Although it may be unsteady, there has continued to be a slight increase in marriages over the past 5 years which contrasts a trend observed with a comparable civilian sample, which has seen a slight decrease in marriages over the same time period. Currently, military members are slightly more likely to be married than their

civilian counterparts.

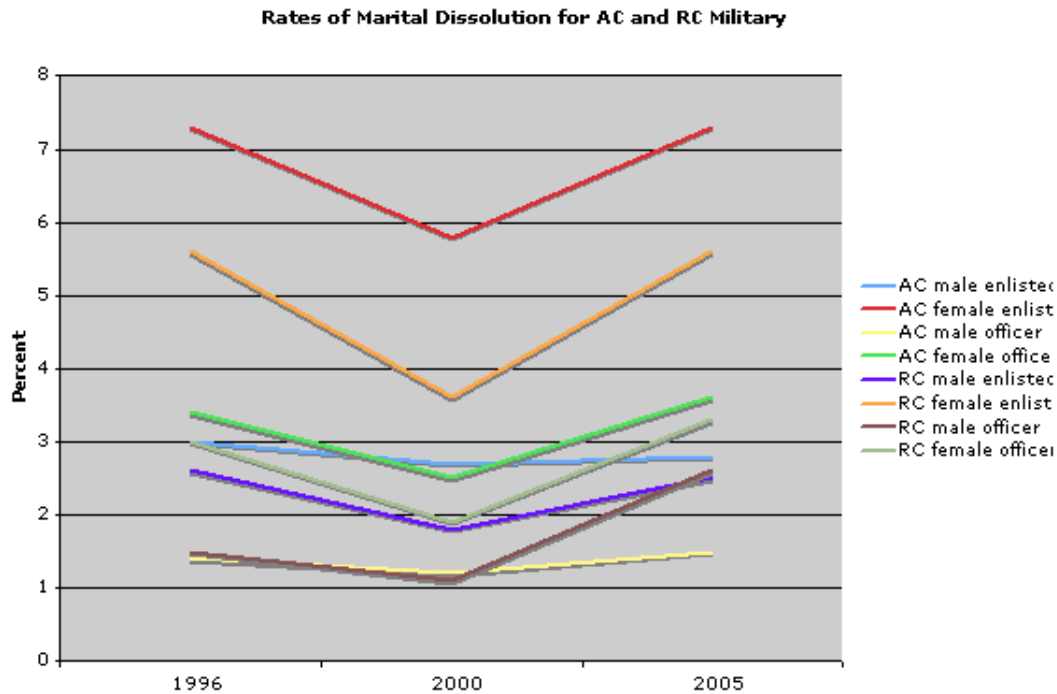
More About Marital Status



SPOKEN AUDIO:

When looking at who is most likely to be married, in general, male service members are much more likely to be married than female service members and officers are more likely to be married than enlisted members. This is true for both the Active and Reserve Components.

Marital Dissolution:

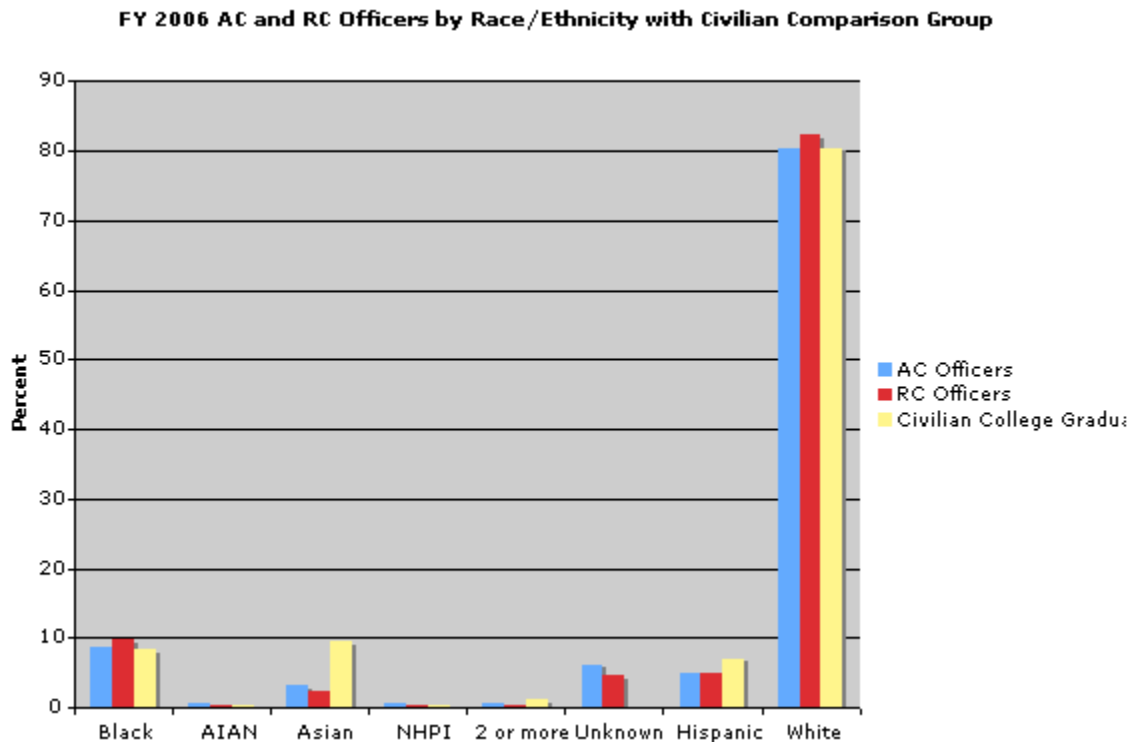


SPOKEN AUDIO:

Divorce. Another area of significant interest presently is the divorce rate for service members. While it has been hypothesized that the current operational tempo and multiple deployments would result has resulted in an increase in marital dissolution, a recent study published by the RAND Corp. revealed that while divorce has increased in the military, the rate is no higher than it was in the mid 90's during peacetime with a significantly lower operational tempo.

This graph shows divorce rates overtime broken down by component, enlisted/officer and gender. The difference in divorce rate by gender is quite notable with females being more likely than males to divorce. In addition, across RC and AC, enlisted members are at higher risk for marital dissolution.

Ethno-Racial Diversity



SPOKEN AUDIO:

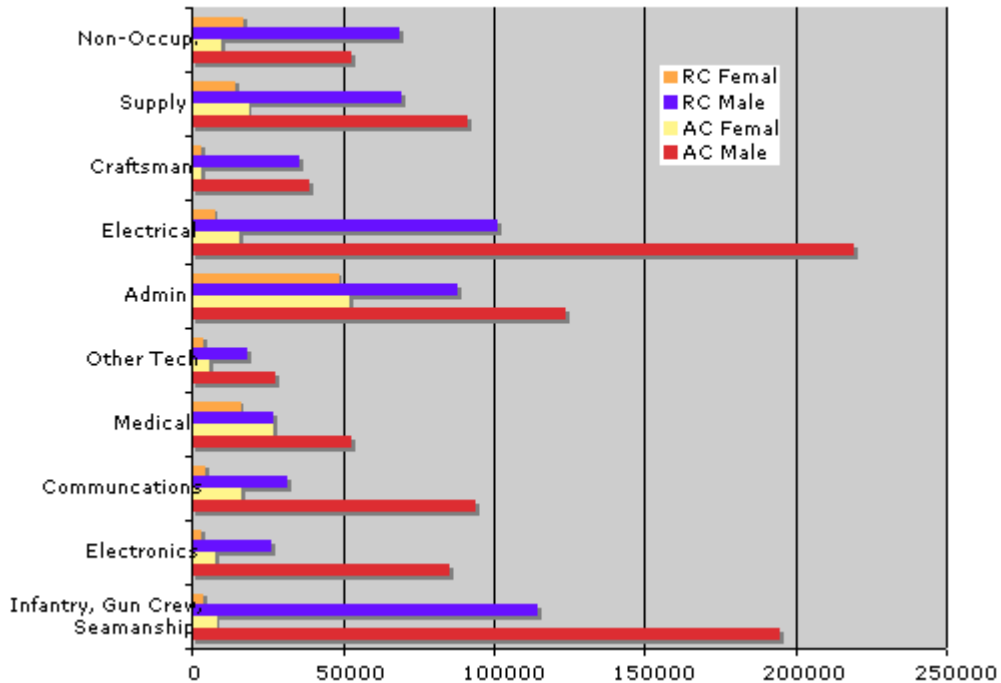
Race and Ethnicity. The military is a racially and ethnically diverse institution. Currently, racial minorities constitute approximately a third of active duty forces and a quarter of reserve component forces.

This figure shows a comparison of racial composition between the Active and Reserve Component Enlisted members and a comparable civilian group. While representation for service members who are Black, American Indian/Alaska Native (AIAN) and Native Hawaiian/Pacific Islander (NHPI) is parallel to (or exceeds) that of the civilian sample, the percentage of Asian, and Hispanic individuals in military service is lower than that found in the general population. Similar findings are seen for the racial composition for Active and Reserve Component Officers.

This next figure shows that, similar to Enlisted Service Members, representation for Officers who are Black, AIAN, and NHPI is parallel (or exceeds) that of the civilian sample

while the percentage of Asian and Hispanic officers is lower than that found in the civilian population comparison group.

Occupation Enlisted



SPOKEN AUDIO:

Occupation. Given the current operational environment, the military requires an adequate number of members who serve in combat and combat support positions, but there are certainly a wide variety of jobs available depending on skills and interest.

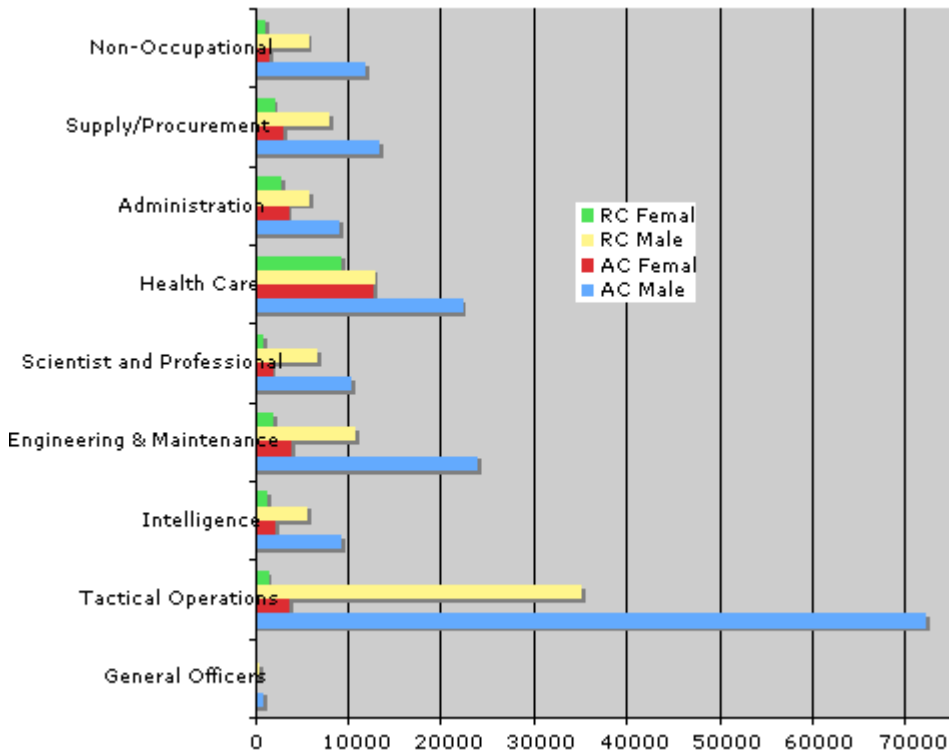
In FY 2006, 31% of all AC enlisted members were in occupations such as infantry, craftsmen, and service and supply handling while a majority, 43%, served in “mid-level skill jobs in medical and dental, functional support and administration, and electrical/mechanical equipment repair” according to the 2006 Population Representation in the Military Services annual report.

The remainder, 26% were in high-skill areas like electronic equipment repair, communications, intelligence and other specialties or in the non-occupational category.

Some differences can be seen for RC enlisted members who tend to have a greater presence in craftsmen and supply roles and less of a presence in technical occupational

areas like electronic and electrical/mechanical equipment repair.

Occupation Officers



SPOKEN AUDIO:

This figure shows the distribution of occupational areas for officers. For AC and RC male officers, the most common area for 2006 was tactical operations, which includes positions such as fighter pilots and combat commanders, while the greatest proportion of women were in healthcare and administration.

Section Summary

So, now you hopefully have a better sense of some of the demographic characteristics of the men and women serving in both the active and reserve components of the military.

SPOKEN AUDIO:

So, now you hopefully have a better sense of some of the demographic characteristics

of the men and women serving in both the active and reserve components of the military. Perhaps it will help put certain things into a context when working with service members or their family.

Demographic Characteristics Review Question 1

True or False: Both the active duty and reserve component members of the military are older than that of the civilian work force.

The correct answer is false.

Demographic Characteristics Review Question 2

True or False: The majority of Active Component Enlisted members serve in mid-level skill jobs in medical and dental, functional support and administration, and electrical/mechanical equipment repair.

The correct answer is true.

Demographic Characteristics Review Question 3

True or False: In the enlisted ranks for both components and both genders, the majority of members are in the age group 30 - 34.

The correct answer is false.

Section 6: General and Deployment Related Terms

Military Speak

Similar to other cultures, the military (and each subculture within the military) has its own language and terms. This “language” serves two important purposes:

1. It has a utilitarian function that makes communicating to other service members easier and more efficient
2. It helps to create an identity and sense of belonging for military members (an “us” and “them” so to speak).

Access is available through the online course to a PDF document that will provide a brief (but not exclusive) “glossary of terms” that you may have as a reference in your work with service members or their families.

General and Deployment Related Terms Review Question 1

The definition of the term UXO is _____.

The correct answer is Unexploded Ordinance.

General and Deployment Related Terms Review Question 2

The definition of the term down range is _____.

The correct answer is deployed.

General and Deployment Related Terms Review Question 3

The definition of the term EOD is _____.

The correct answer is Explosive Ordinance Disposal.

Section 7: Summary

Revisiting your New Client

As you may remember...

A 20 year old male self refers to you for feeling "on edge," "pissed off," and having difficulty sleeping. He tells you that he is a SPC in the Army National Guard who returned about 4 months ago from a 15 month deployment to Iraq.

In your first meeting he tells you he is a gunner attached to Bravo Company, 2nd Battalion, 7th Infantry Regiment, First Brigade Combat Team 3ID. He's coming to see you because his First Sergeant expressed concern over his irritability during their last drill. He reports that he is still angry with everyone from his Company Commander down to his Platoon Leader for many decisions made down range.

He is married with 2 children under the age of 4, one of whom was born during his deployment. He reports a strained relationship with his spouse who he says "doesn't get" what he went through during his deployment. He also indicates that he plans to volunteer to deploy again as soon as possible.

SPOKEN AUDIO:

Take a moment to review the information you have about this new client.

Let's revisit Your New Client

SPOKEN AUDIO:

Knowing more about military culture you are now able to answer some of your initial questions and fill in other information.

You know from the demographic section that about a third of the Reserve Component are in the age range 17 -24 and that his young age is not unusual. You know from the rank section that a SPC is an enlisted rank and is the same as the paygrade E-4. A SPC is the rank prior to becoming a NCO which will come with more responsibility and supervisory demands.

Being in the ARNG means that this client serves part-time in the military although recently served in a full-time capacity when he was deployed.

One possible stressors for this client may be transitioning back to his civilian life and pursuits prior to deployment as this is common challenge for reserve component service members.

You have a better understanding about the Army organizational structure which helps put his attachment to Bravo Company, 2nd Battalion, 7th Infantry Regiment, First Brigade Combat Team 3ID into context.

In addition, using the Glossary of Terms helps translate common terms such as “First SGT” and “Down Range.”

Finally, from the demographic section you also know that while this client is experiencing marital discord which may be an area to address, he is at lower risk for marital dissolution than any female service member, regardless of rank or component, but at higher risk than any male officer, reserve or active component.

Final Thoughts

While this course is intended to provide an introduction to certain aspects of military culture it is by no means comprehensive.

We hope you will continue to gather information and increase your knowledge by utilizing the list of references and links provided on below.

Thank you for taking this training on Military Cultural Competence.

Best of luck in your work with Service Members and their families.

Course Review

Now that you have finished reviewing the course content, you should have learned the following:

Demographic characteristics of service members.

The military rank structure and organization and the primary mission and core values of each branch of service.

General and deployment related military terms along with the differences and similarities between Active and Reserve components.

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Additional Resources:

American Academy of Pediatrics Support for Military Children and Adolescents:
<http://www.aap.org/sections/uniformedservices/DEPLOYMENT/index.html>

www.afterdeployment.org

Center for the Study of Traumatic Stress:
http://www.cstsonline.org/resources/category-4_families

Hooah4health, Department of the Army, Department of Defense (DoD):

<http://hooah4health.com/4life/hooah4family/default.htm>

Military Family Research Institute: <http://www.cfs.purdue.edu/mfri/>.

Military Onesource: <http://www.militaryonesource.com>

National Military Family Association: <http://nmfa.org>.

Tragedy Assistance Program for Survivors: www.taps.org

DVD's:

-Military Youth Coping with Separation: When Family Members Deploy

-Mr. Poe and Friends Discuss Reunion After Deployment

<http://www.aap.org/sections/uniformedservices/DEPLOYMENT/videos.html>

(both videos available at AAP website or militaryonesource.com)

-Sesame Street: "Talk, Listen, Connect: Helping Families During Military Deployment."

(available at militaryonesource.com)

Congratulations

You have finished reviewing the course content.

If you are taking this course within a learning management system that offers continuing education credit you must continue to, and pass, the final exam in order to be considered complete.