



HAWAII AIR NATIONAL GUARD 2023 STRATEGIC PLAN



Hawai'i Air National Guard Multi-Year Strategic Plan 2023-2033





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Ho'okanaka:
To be courageous

Commander's Message: Voyage into the Future

The Hawai'i Air National Guard is an outstanding organization with a seventy-five year history of serving our state and nation with pride and distinction. To strengthen the HIANG's organizational value and impact, we must optimize our increasingly important contributions to the Total Force and rapidly innovate, modernize and evolve to meet emerging mission requirements in air and space. I expect us to be ready to deliver every aspect of our assigned mission capabilities with pride, precision, professionalism, and excellence. I expect each of us to lead with aloha in all our communities, whether local or global, exemplifying the highest qualities of the Citizen Airman. Most importantly, I expect all of us to demonstrate our commitment to one another, recognizing and appreciating the shared dedication and sacrifice required to join, serve and remain a valued member of our HIANG 'Ohana. Each of you contribute to the strength of our organization, a unique and diverse group of Airmen who choose to serve and embody the spirit of Ho'okanaka. Our outstanding record of accomplishment and critical location within the Indo-Pacific requires us to evolve and prepare to assume the emerging mission needs of our state and nation. Thank you for your continued and unwavering commitment to the mission and members of our extraordinary 'Ohana.



JOSEPH R. HARRIS II, Major General, ANG
Commander



Our Vision:

The Hawai'i Air National Guard is an 'Ohana of warriors proudly leading throughout vast military domains; investing in our members; partnering in our communities; rapidly innovating and evolving; poised and ready to serve our State and Nation.

Optimize

Modernize

Partner

'Ohana

Commander's Strategic Priorities

- Optimize: **Effectively cultivate and develop our member's experience.** Enhance recruiting, retention, and training opportunities for our 21st century Airmen. Accelerate force development and invest in our members, growing leaders through joint and career broadening experiences.
- Modernize: **Ensure the HIANC remains ready, reliable and relevant in all of its mission sets.** Maximize capability and readiness with highly skilled Airmen, state of the art facilities, and upgraded weapons systems to conduct integrated deterrence efforts in support of the Commander, USINDOPACOM in the Department of Defense's priority theater.
- Partner: **Capitalize on the unique qualities and culture of our Airmen and organization.** Shape and cultivate robust and enduring relationships throughout the National Guard, with the Active and Reserve Components, key Allies, and domestic military and civilian partners.
- 'Ohana: **Encourage a positive sense of Family and Community within the HIANC.** Increase civic integration, strengthen employer relations, and advance and expand family support programs. Invest in initiatives that promote physical and emotional health and prioritize programs that support Airmen and their families.

Hawai'i Air National Guard Core Milestones



6-24 Months

154 RSG OCR Approval

Establish and activate the 154th Regional Support Group, emphasizing and supporting non-kinetic operational capabilities.

154 WG Microgrid - Power Resiliency

Provide mission assurance to critical 154th WG facilities and emergency response operations via resilient power capabilities and integration of renewable energy sources.

HIANG Association Plans

Codify support agreements throughout the enterprise, enabling seamless Total Force Integration and optimizing operational capabilities.

Adversary Air

Facilitate long-term solutions for the procurement and sustainment of Adversary Air for the Hawai'ian Raptors.

Space Force Integration

Develop a force structure to support existing and proposed units and plan for future space missions in support of USINDOPACOM and broader strategic initiatives.

F-22 Infrastructure Upgrades

Expand and upgrade the F-22 Sierra Ramp; construct a state-of-the-art Egress Maintenance Facility; expand and reconfigure the F-22 Squadron Operations Building; and add munitions cube storage.



2025-2028

Air Defense Modernization

Field modern air defense sensors, communications, and mission systems to defend the homeland. Optimize the Advanced Battle Management System and Air Force Joint All Domain Command and Control.

Electromagnetic Warfare Squadron IOC

Secure required personnel and equipment to train, maintain readiness and support deployed UTC requirements.

Consolidated Tanker Maintenance Complex

Design a Consolidated Tanker Maintenance and Operations Complex to provide an adaptable and enduring campus with safe, reliable, and sustainable facilities empowering rapid response to bridge the Indo-Pacific.

Cyberspace Operations

Establish a cyberspace operations squadron to conduct offense, defense, command & control/cyber capabilities supporting AF and USINDOPACOM mission requirements.

102% End-Strength

Retain 92% of eligible members, and gain 250 annual accessions to realize 102% organizational strength during FY2025.



2029-2033

Next Generation Air Dominance

Secure Sixth-generation Air Dominance fighter as a follow-on aircraft to replace the F-22A.

KC-46 Acquisition/Association

Pursue advanced aerial refueling aircraft to replace the KC-135R. Develop support agreements between the 15th and 154th WGs ensuring operational success through TFI.

297 ATCS Training Area - Kalaeloa

Develop an Air Traffic Control and Landing System complex to facilitate Mobile Radar System operations, conduct real world air traffic control, and provide critical training to fulfill mission requirements.

Joint Emergency Response Center - Mililani Tech Park

Integrate HIANG civil support capabilities into the strategic vision and design of the First Responder Technology Campus.

Joint/TFI Cyber-ISR Operations

Establish an associated CISR squadron providing cyber intelligence to support USINDOPACOM cyber operations.