



DEPARTMENT OF THE ARMY
OFFICE OF THE CHIEF OF STAFF
WASHINGTON, D.C. 20310

DACS-OTRG

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SUBJECT: Specialty 48, Foreign Area Officer

1. Current Status

a. Requirements vs Assets (As of Nov 1977)

<u>GRADE</u>	<u>NUMBER/%</u> <u>REQUIREMENTS</u>	<u>NUMBER/%</u> <u>ASSETS</u>	<u>DIFFERENCES</u>	
			<u>+</u>	<u>-</u>
COL	167/.13	276/.10	+109	
LTC	313/.23	876/.32	+563	
MAJ	341/.26	903/.33	+562	
CPT	333/.25	674/.25	+341	
LT	179/.13	5/.0		-174
	1333/100	2734/100		

b. Shortage (unfilled positions, number and rate)

<u>GRADE</u>	<u>NUMBER</u>	<u>PERCENT</u>
COL	0	.0
LTC	0	.0
MAJ	14	.04
CPT	25	.07
LT	174	.97

c. Overfill (unused assets as a percent of requirements)

<u>GRADE</u>	<u>NUMBER</u>	<u>PERCENT</u>
COL	13	.07
LTC	112	.36
MAJ	0	.0
CPT	0	.0
LT	0	.0

d. Utilization rate (5) and requirement to assets ratio (%)

<u>GRADE</u>	<u>AVERAGE UTILIZATION (%)</u>	<u>REQUIREMENTS TO ASSET RATIO</u>
COL	.63	.63
LTC	.38	.38
MAJ	.41	.43
CPT	.55	.55
LT	1.00	35.80

e. Utilization Rate Difficulties - The SC 48 utilization rate is acceptable except at the grade of lieutenant. As depicted above, there are only 5 lieutenant assets while 179 requirements exist. This leads to an extremely high utilization rate and an unfavorable requirements to assets ratio. This problem is primarily caused by the inclusion of lieutenant requirements in SSI-E, Unconventional Warfare Officer. SC 48 is an advanced entry specialty, and as such the specialty cannot be entered until the eighth year of service. To solve this problem the DA proponent has received approval to reclassify all 48E lieutenants and captains with less than eight years service as SC 11. This action is currently underway.

2. Problem Areas

a. Overseas tour equity causes somewhat of a problem particularly for those officers designated 48G, Politico-Military Affairs, whose assignment opportunities are primarily in overseas locations.

b. Specialty 48 consists of seven SSIs: 48A is Security Assistance (officers for which are trained at a USAF school); 48C is Attache; 48E -- Unconventional Warfare Officer; and 48G -- Politico-Military Affairs. The remaining three SSIs identify civil-military positions for which most qualified officers are in the Army Reserve. The FAO course is predicated on the assumption that officers in SC 48 should be qualified to serve in any 48 position. The present course cannot meet this requirement and is no substitute for the detailed training and education required for positions in each of the separate SSIs. There is no one "FAO officer;" there are seven distinct types. Continuation of the present course would perpetuate the myth that there is interchangeability among all SSIs of SC 48.

The following statement concerning qualification in SC 48 was received from the T&E proponent during the RETO data collection effort;

Generally, an officer is qualified as a 48 if: (1) (s)he has area expertise or has attended the FAO course, and (2) has served in a FAO core position in that grade or the next lowest.

The FAO course does not begin to provide area expertise. Since FAO officers are supposed to be programed for graduate school language training and 1-2 years of in-country training, the present course cannot be justified by any measure of cost-effectiveness. (Soviet/East European area officers, for example, receive two years of intensive schooling in Garmisch, Germany.) If completion of this course were to influence MILPERCEN not to provide an officer with graduate schooling or in-country training, both the officer and the Army would lose.

As presently constituted, the student body consists of 7 LTC, 27 MAJ and 43 CPT. Nearly half the officers have advanced degrees (one has a PhD). Many officers already have area expertise, while several others do not yet know to what (if any) geographic area they will be assigned. Although a need can be seen for providing many FAO officers with courses in which the military applications of their area expertise are addressed, this course does not appear to meet the need. Given present and future

budgetary constraints, the present course is an unnecessary luxury.

c. The 48 specialty, particularly SSI G requires a long training period that can consist of a graduate degree, language training and in-country training. This process can take as long as five years training time plus three years of utilization and thus the officer is away from his primary specialty for an extended period of time. Action is currently underway to solve this problem by consolidating the graduate degree with the in-country training program.

d. Difficulty is encountered in maintaining language proficiency and in programming language refresher training.

e. It must be noted that within SC 48 certain SSIs are more closely related while some have sharp differences. SC 48E, as an example, shares politico-military awareness with other SSIs but the basic skills of SC 48E are quite different. For this reason, MILPERCEN and the DA proponent (DCSOPS) are in favor of redesignating all 48E Unconventional Warfare positions to the combat arms specialties with an ASI of 5G. The area expertise and language requirements necessary for these positions could be acquired through attendance at short courses conducted by USAIMA.

3. Observations

a. The analysis of SC 48, performed by USAIMA, represents a good piece of work and will be valuable in future analyses of the specialty.

b. The qualification criteria set forth for SC 48 -- a mix of education/training, and on the job experience -- will allow the majority of officers within the specialty to become qualified.

4. Recommendations

a. That continued emphasis be placed on reducing the time required for training/education.

b. That the remaining 48E positions (04-06) be redesignated as to the combat arms specialties with an ASI of 5G.

c. That the present PCS FAO course be disestablished, and:

o Substitute appropriate TDY functional courses tailored to the needs of the various FAO SSIs.

o Limit attendance at these courses to newly designated FAO officers who do not yet have an advanced degree or area expertise, or those on orders to FAO billets or follow-on FAO training.

o Orient all FAO courses toward the military applications of FAO, leaving the academic training in area studies to civilian universities.

o Until desestablishment of the PCS course, restrict attendance to officers who are without graduate degrees or on orders to FAO assignments.

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