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DEPARTMENT OF THE ARMY
UNITED STATES ARMY JOHN F. KENNEDY SPECIAL WARFARE CENTER
FORT BRAGG, NORTH CAROLINA 28307

REPLY TO
ATTENTION OF:

March 29, 1984

DCST
*What do you
think.*
WER 3/8

General William R. Richardson
Commanding General
U.S. Army Training and Doctrine Command
Fort Monroe, Virginia 23651

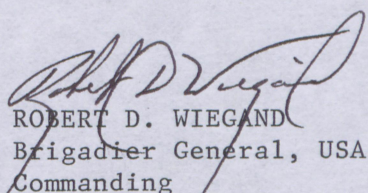
Dear General Richardson:

The year long pilot foreign language training program for foreign area officer (FAO) students at Fort Bragg has proven to be an unqualified success. The data gathered from two iterations of French and Spanish language training prove that we can match or exceed the Defense Language Institute proficiency test scores, save money, and most importantly improve the quality of life for our soldiers. The last point is especially meaningful during this year of "The Army Family." Additionally, we believe that the FAO pilot program has focused our attention and management skills on the Special Operations Forces (SOF) language training facility and has had a very positive effect on the SOF command language training program.

The language training initiative has proven to be an integral part of the enhanced FAO training program which allows selected FAO students to complete three of their required four training phases at one location, i.e., the FAO course, a graduate degree and language training. Only the in-country studies phase would require a PCS of the FAO family. Of course not every FAO student would take advantage of this program. On an annual basis, I envision only approximately 40 officers as being able to take advantage of the language training component. The benefits garnered to the Army, to the FAO program, and to the individual officer outweigh any isolated criticism that this initiative might incur.

Enclosed is a fact sheet which summarizes my evaluation of this program. I hope that you will agree with our findings and will support a recommendation to formalize the pilot program and to resource it at an adequate level.

Respectfully,


ROBERT D. WIEGAND
Brigadier General, USA
Commanding

Enclosure

FACT SHEET

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SUBJECT: FAO Language Training at USAJFKSWC

1. BACKGROUND: In January 1983, USAJFKSWC initiated a pilot language training for FAO students. This was as part of an initiative package aimed at compressing training time, reducing the number of PCS moves required and establishing a central training location for FAOs while stabilizing the FAO family at one location. Prior to establishing this program, DLI agreed to assist SWC with materials, methodology and evaluation to ensure quality instruction. In July 1982, training management and staff supervision of the 1st SOCOM Command Language program was transferred to SWC. This was done partly to facilitate the FAO pilot language program and partly to meet Special Warfare operational language requirements. The pilot program charter class met in January 1983. To date 32 FAO students and 5 wives have graduated; 19 Spanish, 18 French. Eighteen officers and 4 spouses are enrolled in the current session. Commander TRADOC must now decide if this program is to continue beyond the current session.

2. DISCUSSION: Evaluation of the pilot program falls into three areas: student performance, cost effectiveness, and quality of life.

a. Results of the Defense language proficiency tests administered to the officers and spouses participating in the pilot program have met or exceeded DLI goals and standards. All graduates have been awarded DLI diplomas. During an in-process review conducted by DLI evaluators in May 1983, the Chairman of their French Department concluded that our students compared very favorably with DLI resident students. He also stated that our students were extremely well motivated and were pleased with the Fort Bragg initiative. Based upon this initial success, DLI, DCSOPS, and MILPERCEN supported SWC's temporary continuation of the program beyond the one year pilot to enable a final review of this program.

b. The language program represents an effective investment program for the Army. The costs associated with the program (salaries and support) are more than recouped by avoiding PCS moves of officers to DLI. Currently, four language instructors are hired at the GS-09, step 1 level as temporary employees. Each salary is approximately \$21,000 plus \$1,500 for fringe benefits for a total of \$22.5K per instructor. The annual cost of supplies is approximately \$10K. The total cost is approximately \$100K annually.

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to conduct this program for 40 officers. The DCSPER PCS Travel Manager conservatively estimates the cost of moving a student from Ft Bragg to DLI at \$4,650 for mileage, per diem and shipment of household goods. The Army avoids paying \$186,000 in direct PCS costs for a cost savings of approximately \$86,000 annually. This does not include other costs often associated with PCS moves such as damage claims, forfeiture of deposits, excess temporary lodging expenses, buying and/or selling a house, etc. Some officers will double this savings by avoiding a PCS while attending graduate schooling here before going to language training.

c. Stabilizing the FAO family while compressing the overall training time of selected officers was a major consideration when this program was developed. The numerous short duration PCS moves required by the standard FAO training track have traditionally been a serious handicap to obtaining quality young officers for the specialty. One stop training minimizes the disruption of family life by allowing the individual FAO to plan his training cycle while at the same time providing stability for the family. In addition, it allows him to plan for schooling for his children and provides his spouse with the opportunity to participate in FAO training and to continue her personal development.

3. SWC POSITION: The continuation of FAO language training at Fort Bragg is a positive step towards producing quality FAOs in the shortest, most cost effective period of time. Additionally:

- SWC does not desire to expand the program beyond French and Spanish
- SWC will continue to restrict enrollment to FAO students and family members
- FAOs will not be assigned to Fort Bragg solely for language training
- SWC will require continued DLI support and technical/quality control.

Meyerson, LTC/67026