



# Defense Language and National Security Education Office

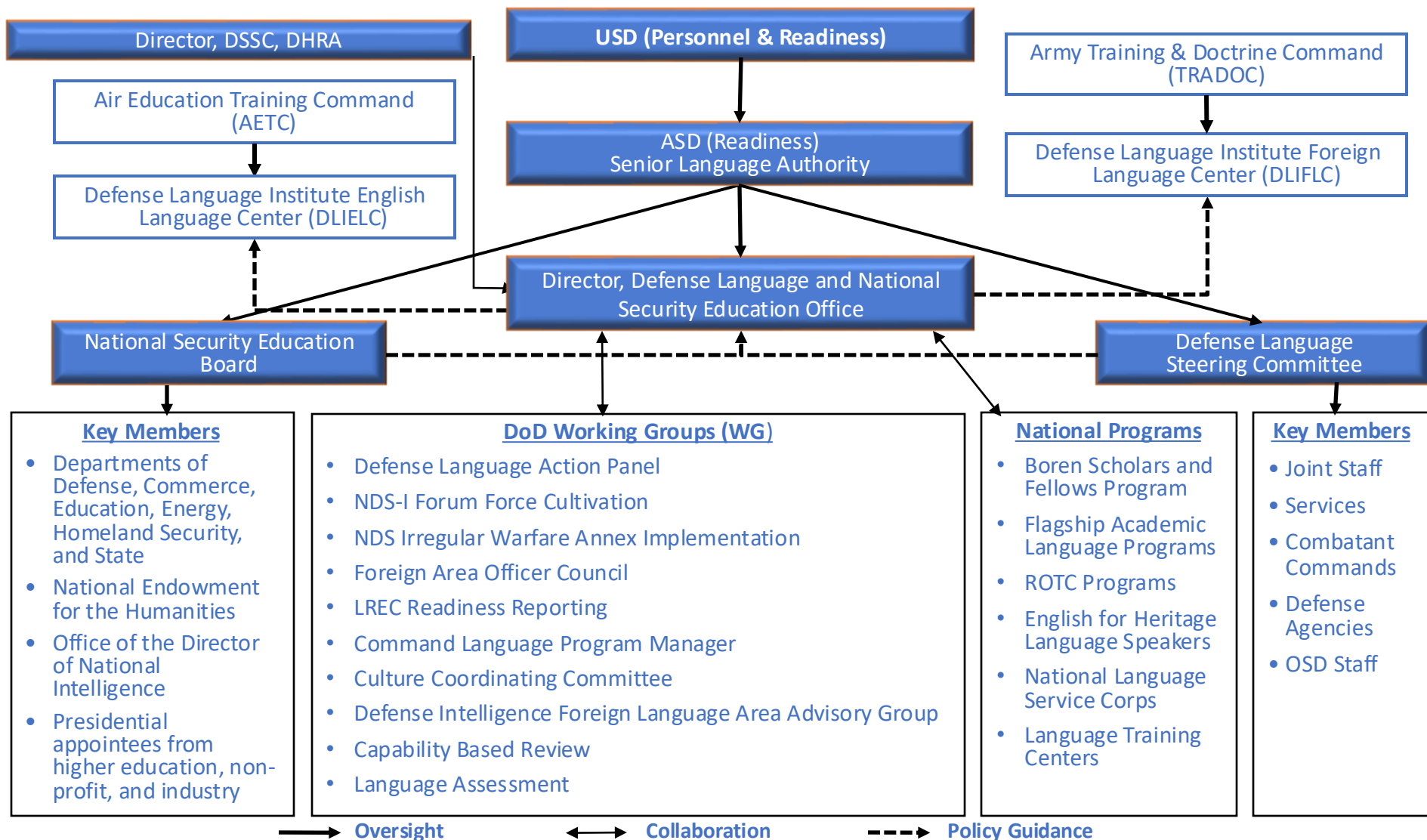
DLNSEO



- What is the Defense Language and National Security Education Office?
- Key Initiatives to support the LREC Enterprise
- DLNSEO FAO Initiatives



# DEFENSE LREC PROGRAM COORDINATION





# DLNSEO Quick Look.....

- **Testing**
  - Updating tests
  - Oral Proficiency Interview (OPI)
- **Foreign Language Proficiency Bonus**
  - New Pay tables (DoDI 1340.27 - Military Foreign Language Skill Proficiency Bonuses (FLPB))
  - Legislation pending to raise the ceiling from \$12,000.00 to \$21,000.00
- **Better access to Regional and Cultural Training**
- **Language Technology Innovation Council**
- **Policy**
- **Foreign Area Officer Program**



# LREC Policy

- DoDD 5160.41E - Defense Language, Regional Expertise, and Culture (LREC) Program
- DoDI 5160.70 - Management of DoD Language, Regional Expertise and Culture (LREC) Program
- **DoDI 1315.20 - Management of DoD Foreign Area Officer (FAO) Programs**
- DoDI 1340.27 - Military Foreign Language Skill Proficiency Bonuses (FLPB)
- DoDI 5160.71 - DoD Language Testing Program
- DoDI 1025.01 - National Security Education Program (NSEP) and NSEP Service Agreement



# DoD Foreign Area Officer Program Update



# DoD Foreign Area Officer (FAO) Program

*The Under Secretary of Defense for Personnel and Readiness [USD(P&R)] manages the FAO Program in coordination with the Joint Staff and Military Departments to ensure accomplishment of the entire range of FAO responsibilities per Department of Defense Instruction 1315.17, “Department of Defense Foreign Area Officer Programs.”*

DLNSEO ensures collaboration, through the FAO Council and other Groups to:

- Ensure Policies and programs are in place to support FAOs as a professional community to meet operational requirements
- Identify initiatives required to ensure FAOs have professional levels of proficiency in language, regional expertise, and culture competency
- Bring together Subject Matter Experts from FAO Proponents, Policy, Manpower, and Training Communities to effect change where needed
- Develop a way ahead and milestones to institutionalize policies and programs into a talent management roadmap



# Regional Skill Sustainment

*Regional courses for mid to senior level FAOs (both active and reserve) are currently offered through the Language Training Center (The George Washington University Elliott School of International Affairs) in partnership with the Department of the Navy.*

- Eight seminars per year
- Five Geographic Combatant Command oriented sessions
  - 3x in-person/2x on-line
  - CCMD locations alternate
- Two “Cross-cutting” issues sessions (on-line)
- Iris Burton Bulls Fellowship mentoring program for ROTC students

## **2023/2024 Seminars**

- OCT '23: Seam I Course: Geo-strategic Issues in the Indian Ocean
- DEC '23: Seam II Course: Shifting Alliance Patterns
- JAN '24: European Command Course
- FEB '24: Central Command Course
- MAR '24: Indo-Pacific Command Course (Singapore)
- APR '24: Africa Command Course (Washington, DC)
- JUN '24: Iris Burton Bulls Fellowship (Washington, DC)
- JUN '24: Southern Command Course (Panama)



# Resource Links

- Resources [https://dlnseo.org/Resources/Program Resources](https://dlnseo.org/Resources/Program_Resources)
- Intellipedia/DLNSEO Wiki <https://intellipedia.intelink.gov/wiki/DLNSEO>
- DoD ILR SLDs [https://dlnseo.org/Resources/ILR\\_DOD](https://dlnseo.org/Resources/ILR_DOD)
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- LREC Roadmap <https://dlnseo.org/Governance/Policy>





# **Talent Management Roadmap Phase 2: Foreign Area Officers**



***The 2022 National Defense Strategy (NDS), emphasizes the need for collaboration with a growing network of U.S. allies and partners based on shared objectives. To implement the NDS and win against near-peer competitors, the DoD must close skill gaps in Language, Regional Expertise, and Culture (LREC), and political-military (pol-mil) affairs by building and maintaining a cadre of Foreign Area Officers (FAOs) with the requisite talent.***



# Defense LREC Talent Management Roadmap –

## Phase II Foreign Area Officers

- Phase II focuses on the Talent Management of Foreign Area Officers (FAOs)
  - Governed through Workforce Management Group, as directed by the Deputy Secretary of Defense
    - Guidance through OASD(Readiness) and OUSD(I&S) Co-Chaired Steering Group
  - Working group included
    - DLNSEO, FAO Proponents
    - Service LREC Proponents
    - DSCA, DIA, DTRA, Joint Staff Representation
  - Entering Formal Coordination, January 2024



# Defense LREC TM Roadmap – Phase II

## Strategic Objectives

- The DoD must have **policies** in place to support that talent management efforts to track, train, and utilize the FAO workforce:
- Cultivate well **trained and educated** FAOs with requisite skills and expertise to meet the requirements of an increasingly complex global environment
- Implement effective **talent management practices** to foster development and utilization throughout career
- Align **Manpower and Personnel policies** to ensure support for FAO Programs
- Ensure **Requirements are identified** to scope the demand for FAO skills



# Defense LREC TM Roadmap – Phase II Goals

The goals of this roadmap are to provide the foundation by which the Department improves the management of FAO talent to meet DoD requirements and support National Interests by:

1. Ensuring accurate demand signals reflect identified and validated requirements,
2. Optimizing and resourcing FAO training and education opportunities,
3. Establishing talent management processes to improve tracking, assignment, skills utilization, and retention
4. Aligning policies and legislation to support FAO programs.





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# Defense Language and National Security Education Office Website



## Defense Language and National Security Education Office

An official website of the U.S. Department of Defense

ABOUT

GOVERNANCE

OVERSIGHT

PROGRAMS

RESOURCES

REPORTS



Several DLNSEO initiatives fund American students to study critical foreign languages and culture in exchange for a U.S. federal government service requirement. Pictured: a Boren Fellow assists students in Afghanistan

<https://dlnseo.org/>





# Foreign Language Proficiency Bonus Update



# Amendment of Title 37 U.S.C. Section 353

## Raising the Skill Proficiency Bonus

**DLNSEO worked with ASD-Readiness to  
Propose an update to legislation**

- **NDS Supported Priority**
  - Attract, train, and promote a workforce with the skills and abilities we need to effectively solve national security challenges in a complex global environment
- **Proposal**
  - DoD is seeking legislation to amend 37 U.S. Code Sec. 353, Foreign Language Skills Proficiency Bonus to raise the amount of the bonus from not to exceed \$12,000 for each 12-month period of certification to \$21,000.
  - The current amount of bonus, not to exceed \$12,000 for a 12-month period of certification, has not been raised since it was put in legislation in 2005.
  - This increase will keep pace with other incentives and allows the Secretary concerned the flexibility to better incentivize members achieving the higher language proficiency skills critical to meet national security challenges.



# Amendment of Title 37 U.S.C. Section 353 Raising the Skill Proficiency Bonus (Cont.)

- Package is currently in coordination
- Once Approved
  - DoD and Services will need to assess how and when they will implement the new ceiling
    - Will need to determine parameters for this payment
    - Strategic Messaging to highlight implementation plan
  - Services will have to POM for FY26-30
    - Will need to do another cost estimate
    - Will one time testing bonus for 3/3 be paid from this pot or another account?



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# Language Technology Innovation Council



# Language Technology Innovation Council

- There is no centralized DoD forum focused on foreign language technology
  - Existing IC Focused efforts (e.g., ODNI's Technology Expert Group and Educational and Instructional Technology Expert Group)
- The DoD Language Technology Innovation Council provides a centralized DoD forum to:
  - Provide a centralized DoD forum to synergize the efforts of researchers, developers, educators, and operational users of foreign language technologies
  - Develop a DoD language technology strategy (either as a standalone strategy or as a future phase of the Defense LREC Talent Management Roadmap)
  - Provide an enterprise approach to sharing promising practices and evaluating the benefits and risks of new technologies



# Language Technology Innovation Council (cont.)

- **Goal 1: Optimize Current Efforts for Efficiencies and Improve Delivery Capability of Existing Tools and Platforms**
- **Goal 2: Enhance Readiness Through Utilization, Institutionalization, and Interoperability**
- **Goal 3: Create Digitally Savvy Global(LREC Digital Natives) Professionals through...**
- **Goal 4: Build a Community of Innovation by Strengthening/encouraging Partnerships across the DoD**



# Language Testing



# DLNSEO LANGUAGE TESTING & ASSESSMENT

**DoDI 5160.71 (DoD Language Testing Program) establishes responsibilities for language testing**

**DLNSEO supports USD(P&R) as OPR for oversight of language assessment:**

- Funds OPA web delivery of Defense Language Proficiency Tests (DLPTs), Defense Language Aptitude Battery (DLAB) tests, and the computer adaptive English Comprehension Level (ECL) and American Language Course Placement Test (ALCPT) tests:
  - 150,393 tests started in CY2021; 152,050 tests started in CY2022.
  - 1,997,533 tests from March 2006-December 31, 2022.
  - 1,204 active testing locations
    - MEPCOM now utilizing MET site codes; in the past there used to be only 65 T-codes for MEPCOM; only one for each MEPS; more accurate data now regarding where applicants are testing.
- Administers the Defense Language Testing and Assessment Project (DELTAP) advising DLIFLC and DLIELC on test development to meet national standards
- Supports development of Computer Adaptive DLPTs for increased efficiency and shorter testing times
- Supports proficiency assessments for Flagship and Boren programs
- Conducts audits of DoD test administration sites and Internet to ensure test security



# DLNSEO Test Development

## Improving Testing and Assessment

- Develop proficiency metrics and tools to validate the language and culture expertise of DoD personnel and our nation's citizenry

### Focus

- **Defense Language Testing Program**
  - DLPT
  - DLAB
  - OPI
  - ALCPT
  - ECL
  - DLAB/ASVAB Pilot

### Initiatives

- Improving test development procedures and oversight (**DELTAP**)
- Standardizing & strengthening practices across programs (**Updated DoDI**)
- Increased communication to Services and Test Control Offices



# DoD Testing Program Update

- As of 12 July 2023, Chinese Mandarin DLPT is using YaHei Font
- Test Releases
  - Feb 2024– Hindi
  - Apr/May 2025- Vietnamese
- Web Based Field Tests (Does not count for FLPB)
  - Register at Testing Office for “Field Test”
  - Does not count for FLPB
  - Cebuano Multiple Choice (LC)– All levels can take- ( 13 Nov-7 Feb 24)  
Certificate of Appreciation awarded
- New Exit survey for web-based test will have comment sections for both Content and Environmental issues.
- The English Comprehension Level (ECL) test is now available at CONUS testing sites.
  - English Comprehension Language test for Officer Candidate School (OCS) , Military Occupational Specialty (MOS) change, and Medical or Chaplaincy
- Audio files in all new MC LC tests will play twice for all levels

As of 2/2/2024



# Questions?



THANK YOU



# Defense Language Program Coordination & Oversight

