



UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000



INFO MEMO

2005 FEB 08 11:00

PERSONNEL AND
READINESS

February 8, 2005, 1 PM

FOR: SECRETARY OF DEFENSE

FROM: David S. C. Chu, Under Secretary of Defense (P&R) *David S. C. Chu*

SUBJECT: Actions to Improve Management of Foreign Language Capability

- In preparation for your upcoming hearing, I thought it would be helpful to update you on the actions we have taken to improve the Department's foreign language capability. We have built The Defense Language Transformation Roadmap. The Roadmap has been agreed to throughout the Department and directs action to :
 - o Create foundational language and regional expertise in the officer, civilian, and enlisted ranks for both Active and Reserve Components;
 - o Create surge capacity beyond those in-house capabilities;
 - o Establish a cadre of language specialists possessing an advanced level of proficiency (reading/listening/speaking);
 - o Establish a process to track accessions, separation, and promotion rates of language professionals and Foreign Area Officers;
 - o Initiate culture change by making language training/ability a preference for career advancement in the officer corps.

- We have already initiated the following actions from the Roadmap:
 - o Revised Directives governing the Foreign Area Officer Program and the Defense Language Program. DEPSECDEF asked for follow-on action to require a Foreign Area Officer Action Plan from each Service.
 - o Secured a legislative enhancement to Foreign Language Proficiency Pay in order to provide reasonable incentive for people to acquire and maintain critical language skills.
 - o Implemented "crash courses" for deploying troops to provide Arabic language survival skills.
 - o Through the Army, initiated a pilot program to recruit heritage Arabic language speakers into the Individual Ready Reserve and train them as interpreters and translators. Sixty-three have thus far been deployed with operational forces. The Marine Corps is seeking to recruit heritage Arabic speakers into the active force.
 - o Conducted a Reserve Roundtable to identify strategies to improve how we recruit, train, and manage Reservists. **As** a result we will be developing

09121

8 Feb 05



plans for enhanced Reserve capability and a possible “Joint Service Language Corps.”

- Significantly increased funding for language training in the Defense Language Institute to fund critical requirements (+44.7M in **FY06**). These funds will increase student throughput, begin efforts to produce students with higher language proficiency, continue “crash” courses that are provided to deploying troops, and update curriculum and testing.
- We are also in the process of
 - Developing an operational planning tool for combatant commands to use to determine their language capability needs. At the present time, Combatant Command needs are not known, either for linguists or Foreign Area Officers. This is the result of the present “requirements” generation system which we seek to change.
 - Completing a review of language and regional studies conducted with Professional Military Education.
 - Planning for a **100** percent census of civilian personnel to determine language capability that may rest with our workforce – for possible use in future scenarios.
 - Engaging an effort to influence the pipeline from our nation’s school system to assist in the future fill of language needs.
 - We convened the June 2004 National Language Conference to develop a White Paper: A Call to Action for National Foreign Language Capabilities.
 - We have formed a 12-partner federal coalition that endorses the White Paper recommendations to pursue a national agenda during the President’s second term.
 - We are delivering our message about these critical skill needs to multiple forums; e.g., Association of American Universities, National Defense Industry Association, language and teacher organizations.
- I will keep you apprised of our progress.

COORDINATION: None.

Prepared by Dr. Susan Kelly, DUSD (PLANS), **703-697-1898**

