

# *Human Capital Management Office*

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Foreign Language Skills and Area Knowledge  
In  
Defense Intelligence



# *Purpose & Content of Brief*

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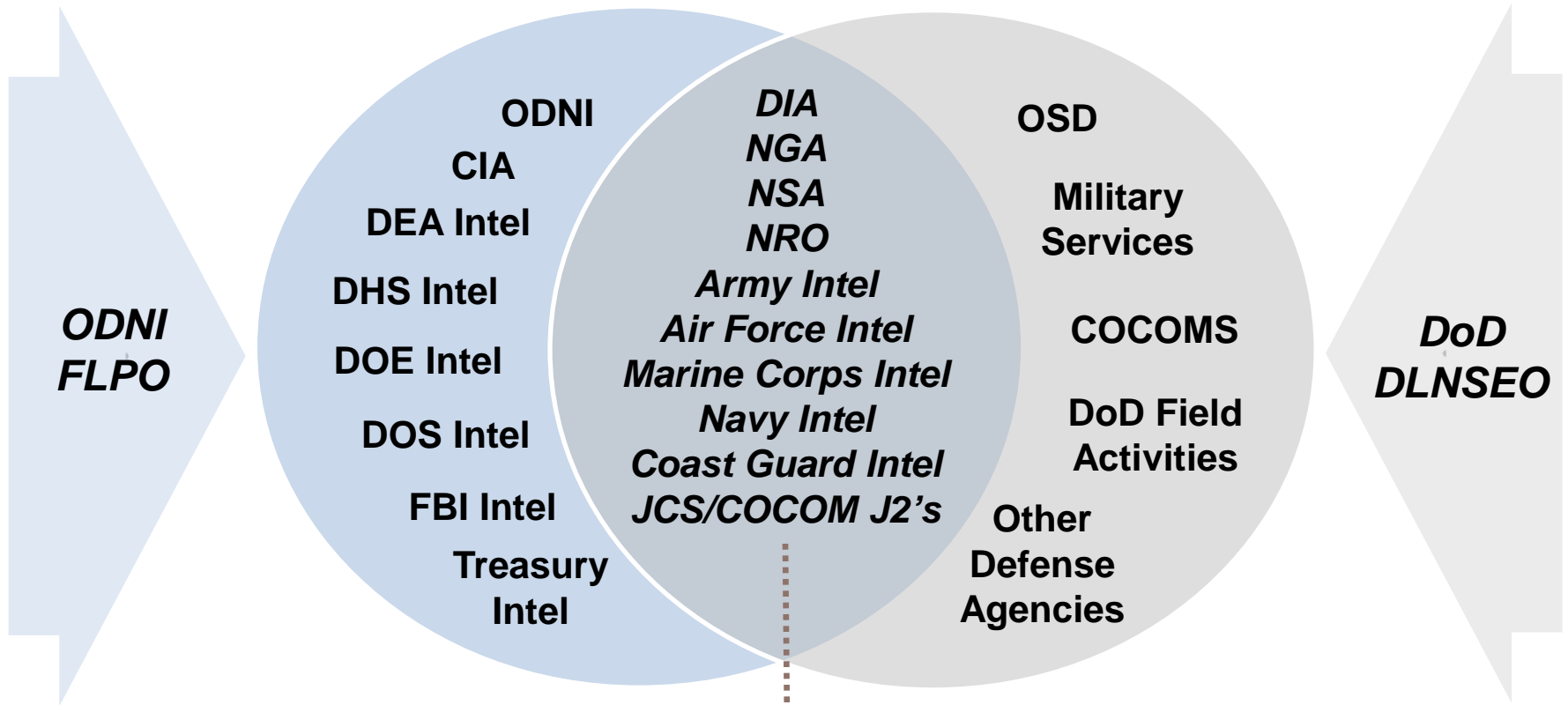
Intelligence

- Broad Brush – Should be a 101 course
- Foreign Language and Area in OUSD(I)
- Needs in foreign and counter foreign intelligence
- Language Occupations
- Determining Needs
- Building Language Capabilities
- Personal Views on Foreign Area Skills and Language
- Web Sites of Interest



# MI The Core of US Intelligence

Intelligence



*Defense Intelligence Enterprise  
 Defense Intelligence Foreign Language & Area Advisory Group  
 (DIFLAAG)*



# *Across Intelligence Disciplines*

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Intelligence

- ❑ Direct and Embedded Support to Intel Disciplines
  - OSINT – Graphic and Aural Skills
  - COMINT – Aural and Graphic Skills
  - HUMINT - Communicative, Graphic, Aural Skills
  - CI – Communicative, Graphic, Aural Skills
  - DOCEX – Graphic Skills
  - MEDEX – Graphic and Aural Skills
  - CYBERINT– Graphic, Aural, Background (Non-Canonical)
  - FAOINT – Communicative, Graphic and Aural
- ❑ Indirect – Essential Background Information – IMINT, MASINT, FISINT, ELINT



# *Language Dependent Occupations*

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Intelligence

- Translators
- Interpreters
- Language Analysts - Interpretive analysis of FL information
- Cryptologic Language Analysts
- Voice Interceptors and monitors
- Instructors
- Debriefers
- Interrogators
- Communicators
- Negotiators
- FAOs



# Capability Based Review - JCS

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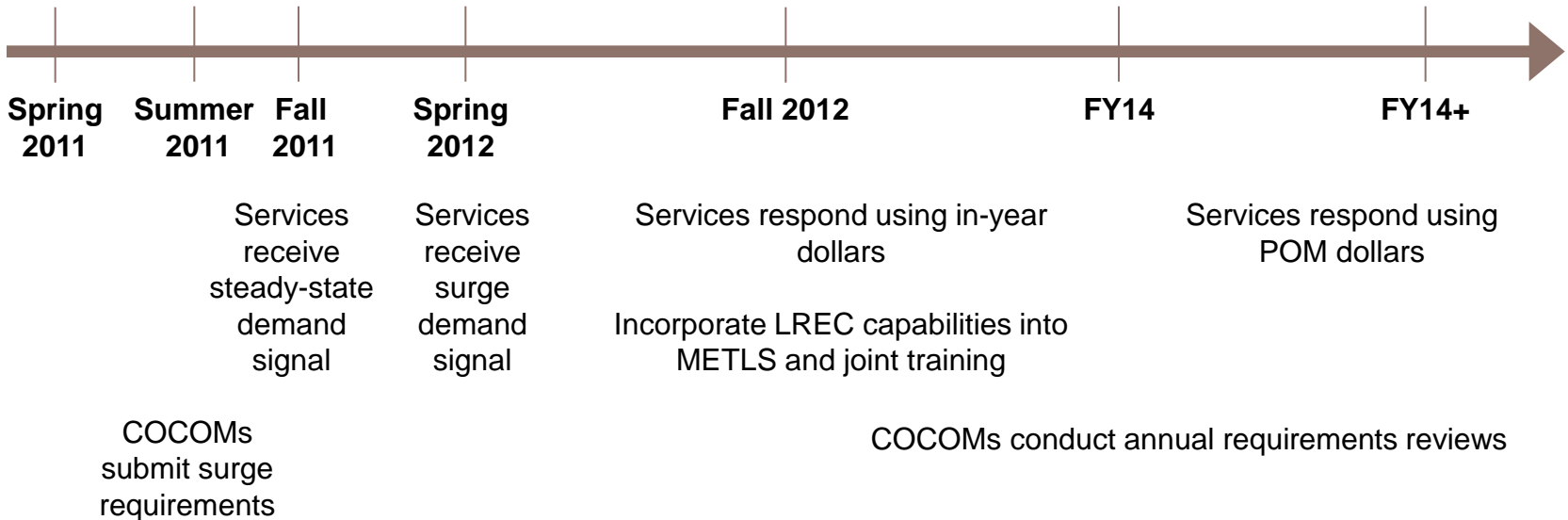
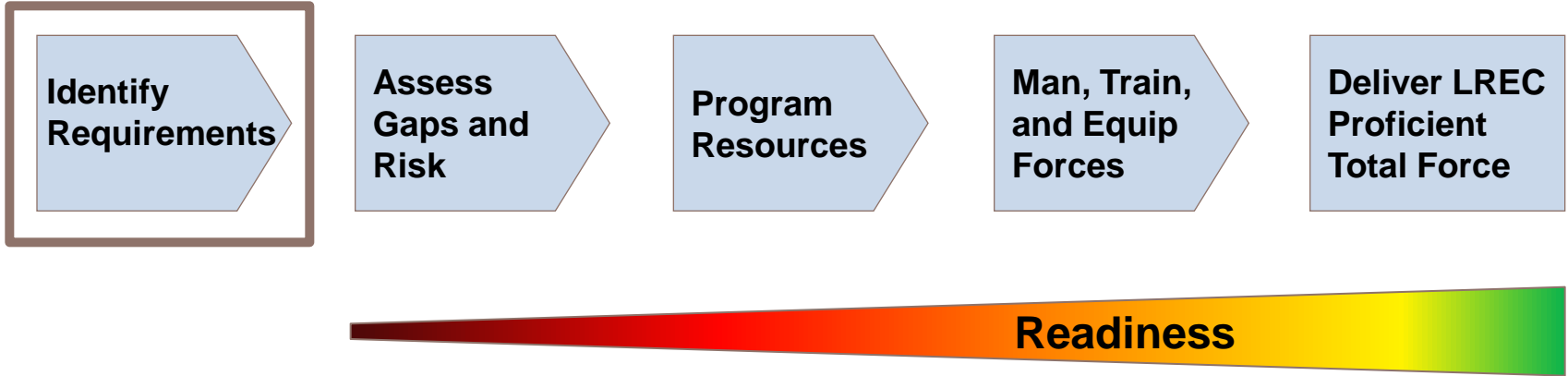
Intelligence

- ❑ Focused on “LREC” Capabilities not personnel requirements
  - At GCC Headquarters - TSC and unit needs not included
  - Capability for language or regional expertise or “culture” – by country in theater.
- ❑ On-going with promise of more detailed approach in continuing review through FY13
- ❑ Expected outcome – More Foreign Area Specialist position requirements – Military and Civilian – at Geographic and Functional Command HQ
- ❑ Must find way to articulate the real risk to mission if language skills and area knowledge are not available



# Capabilities Based Requirements Identification Process (CBRIP)

Intelligence





# Identify Languages Needed

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Intelligence

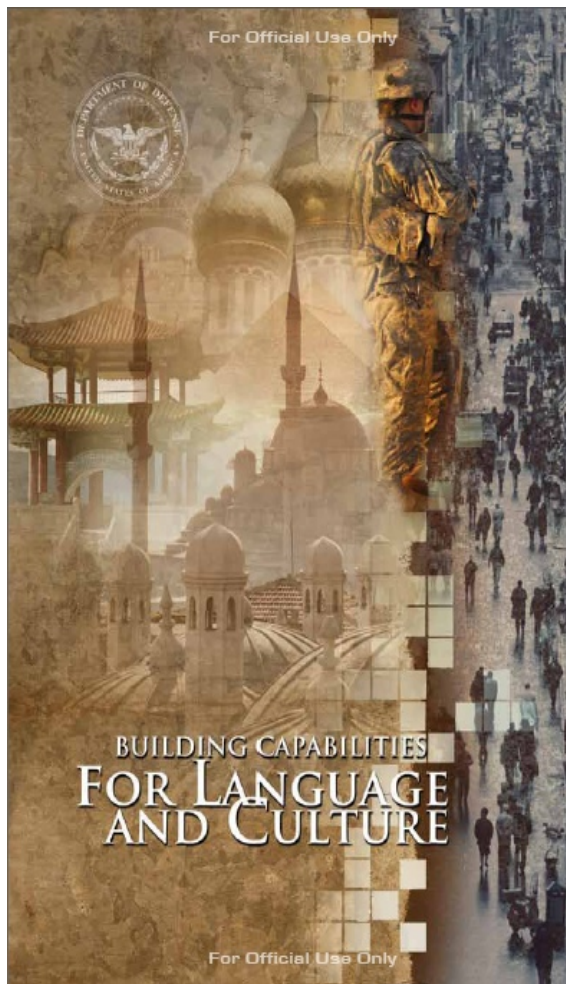
- ❑ Base Information For Capability Based Review
  - National Guidance (Strategies - Defense Reviews)
  - Intelligence Requirements (National Priority Framework)
  - Failed and Failing States Index
  - Future Studies
- ❑ Country and Transnational Actors
  - Official and Lingua Francae Languages
  - Dominant minority Languages
  - US Force Basing and Missions
- ❑ Setting Priorities in Strategic Language Lists





# Building Capabilities for Language & Culture

Intelligence



## ***A Holistic Approach for Defense Intelligence***

- Strengthen and energize the Senior Language Authority (SLA) in all components*
- Determine language and area capability requirements for GPF, SOF and Intelligence*
- Develop attractive career paths for language and area specialists*
- Fund Civilian Foreign Area Specialist development*
- Employ native and heritage speakers*
- Employ reserve component language and area capabilities*



# *More Building Capabilities*

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Intelligence

- Capitalize on foreign language proficiency*
- Establish a foreign language training center in the National Capital Region*
- Identify appropriate human language technology*
- Attract National Security Education Program (NSEP) grantees*
- Energize outreach programs*
- Establish a Professional Military Language Corps (PMLC)*
- Establish a Civilian World Languages Work Corps (CWLWC)*



# *Four Options for Accessing Language Capabilities*

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Intelligence

- ❑ Option 1 – From existing civilian or military workforce
  - Need accurate records and tracking systems
  - Need top level priority and backfill for vacant position
- ❑ Option 2 – Hire civilian employee or recruit service member with specific skills.
  - Need to know the available pool in US and availability
- ❑ Option 3 - Contract for language services
- ❑ Option 4 - Accession (recruit civilian or military) and educate in language skills - will produce professional in about two to four years depending on aptitude and motive



# *Retention and Professionalization*

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Intelligence

- ❑ Each year DLIFLC provides basic language education to about 2500 military language specialists
- ❑ Each year about 2500 language specialists leave service
  - Poor job satisfaction
  - Duties outside of language
  - Recruiting promise not met
  - Lack of promotion if stay in language work
  - Recruitment includes promise of tuition on separation
- ❑ It takes five to six years of consistent language work and study for most to rise to the professional level
- ❑ Pyramidal military structure forces up or out
- ❑ Estimated forty percent will return to government work



# *Professional Military Language Cadre (PMLC)*

Intelligence

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- ❑ Capitalizes on initial entry basic language investment by retaining linguists beyond first term enlistment
- ❑ Provides advanced training and education opportunities to members
- ❑ Allows foreign language specialists to be rapidly deployed worldwide to satisfy existing or emerging translator or interpreter needs in critical and low-density languages
- ❑ Facilitates fill of immediate short-term requirements through on-call dispatch or tele-interpretation and translation reach-back services
- ❑ Significantly reduces the military's reliance on the civilian intelligence and contractor workforce for language needs



# Web Sites of Interest

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Intelligence

## □ NIPRNET

- <https://ousdi.osd.mil/sites/hcmo/flc/default.aspx>
- <http://www.dliflc.edu>
- <http://www.govt.ilr>
- <http://www.fao.nps.edu/web/fao>

## □ SIPRNET and JWICS

- At OUSD(I) website look for Human Capital Management Office and there look for Foreign Language.



# Personal Thoughts About Use of Term “LREC”

Intelligence

- ❑ Language – Regional Expertise – Culture = “LREC”
  - “LREC Capabilities”
  - “LREC Billets”
  - “LREC Proficiencies”
  - “LREC Qualified”
  - “LREC Trained”
  - “LREC Testing and Evaluation”
- ❑ “Socio-Cultural Dynamics”
- ❑ “Human Terrain or Geography”
- ❑ “Population Centric Intelligence”
- ❑ Language Skilled Foreign Area Officer & Enlisted Specialists, Language Analyst, Interpreter, Translator would be preferred terms to cut confusion



# About Language

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Intelligence

- ❑ “The quality of our thought is bordered on all sides by our facility with language.”  
J. Michael Straczynski
- ❑ “The limits of my language are the limits of my mind. All I know is what I have words for.”  
Ludwig Wittgenstein
- ❑ “The limits of my ability to communicate with and understand others are limits of my operating vocabularies and understanding of their culture in their language and mine.” Glenn H. Nordin