Language Enabled Airman Program

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The Air Force Culture and Language Center (AFCLC), headquartered at Air University, Maxwell Air Force Base, Alabama creates and executes language, region, and cultural learning programs for Total Force Airmen, and provides the Service with the subject matter expertise required to institutionalize those efforts.

**What We Are**
- General Purpose Force
- Career-Spanning
- Deliberate Development

**What We’re Not**
- Career-Field Specific
- Short-Term Focused
- Just-In-Time

- PhD-level instruction / research
- Curriculum advisement
- On-site Defense Language Institute (DLI) Detachment
- On-line culture courses
- Expeditionary field guides
- Language Enabled Airman Program (LEAP)
The LEAP Concept

**MANDATES** (leading to founding of LEAP in 2009):

**Congress:** “Find the right people, maintain their capability, use their skill”

**OSD:** “Create a ‘bench’ of language capable personnel within the GPF”

**SECAF:** “Increase the language inventory from within the force … we can’t contract this ability out to non-warfighters”

**CSAF:** “Institutionalize a program to fix the problem”

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**AFCLC:** Identify, Develop, and Posture Language-Enabled, Cross-Cultural Airmen

- Select quality participants: **best candidates** to enhance proficiency
- Provide participants structured opportunities during career to **sustain** skills
- Provide opportunities to maximize capability through **intensive** training
- Maximize **utilization** through language-related assignments
**Inventory**
- 2,365 Airmen (71% officer, 29% enlisted)
- Nearly Every General Purpose Force (GPF) Career Field
- 95 strategic languages

**Education & Training**
- 3,981 eMentor course completions
- 2,308 Language Intensive Training Event (LITE) completions
- 1,612 LEAP special experience identifiers

**Key Training Partnerships**
- 60+ US embassies + COCOM planners
- Secretary of AF for International Affairs, Mobility Support Advisory Squadrons, US Air Force Special Operations School, International Health Specialists, Air Force Office of Special Investigations
- International Universities and Vendors
Deliberate Development

Select “Willing and Able” Airmen

Enable Developmental

LEAP SEI

Fill LDP's

Deploy

LEAP SEI

Fill LDP's

Deploy
**AF-Wide Recruitment**

*Wanted: “Willing and Able”*

- Language Test Scores
- Performance Reports
- Academic Transcripts
- Commander Endorsement

**Scoring by AF Panel**

- Solid record
- Endorsed by CC
- Early in career
- AF strategic language(s)
- Career field LDPs
- Personal utilization goals

**Selection Based on Existing & Emerging AF Requirements**

- Strategic or Enduring
- Prevalent in the Force

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**LANGUAGE ENABLED AIRMAN PROGRAM**

**LEAP Boards**

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**AFCLC**

[culture.af.mil]
eMentor

Online synchronous language program that connects Airmen anywhere in the world, 24/7 with native instructors at times that work with their schedules and mission ops tempo.

Format
- 1-6 LEAP Participants
  ~ Two Hours Per Session
- Based on 12 Domains of Culture
- Assesses All Four Modalities
  - Reading
  - Listening
  - Speaking
  - Writing

Three Course Types
- 48-Hour
  Five Levels (based on ILR)
- 16-Hour
- Special Project Course
LANGUAGE ENABLED AIRMAN PROGRAM

Language Intensive Training Events

- **Traditional LITE**
  - 4 weeks
  - 120 hours of instruction
  - ILR 1-3
  - Lodging with homestay family
  - Three cultural excursions

- **Area Studies Immersion**
  - 3 weeks
  - 100 hours of instruction
  - ILR 3 or higher
  - Apartment or hotel
  - Multiple excursions, activities

- **Advanced LITE**
  - 1 – 6 weeks
  - May include classroom instruction
  - Exercise, workshop, or mobile training team event

Immersions averaging 30 days, that place participants in linguistically, regionally, and culturally complex settings.
Key Partnerships
LEADeR Participant Interface Site

**Staff Role**
- Real time visibility of records updates
- Global tracking of online & immersion training
- Monthly DMDC & MilPDS refresh
- Tracking of programs, clearance requirements
- Dashboard tracking of participant status
- Automated e-mails based on LITE milestones
- Ability to view participants' uploaded documents

**Participant Role**
- Application & CC endorsement functions
- Visibility of DLPT, eMentor training status
- Transcript of training completed / scheduled
- Access to LEADeR Library & language resources
- Ability to manage / upload documents
LANGUAGE ENABLED AIRMAN PROGRAM

Participant Feedback

Survey responses from 881 participants (those awarded LEAP SEI)
LANGUAGE ENABLED AIRMAN PROGRAM

Return on Investment

Deliberate Development in Spanish
- 2013 - LITE to Barcelona
- 2014 - Deployment to Colombia
  Inter-American Squadron Officer School
- 2015 - LITE with WV National Guard & Peru
Direct Accession - Regional Affairs Strategist

Deliberate Development in Japanese
- 2014 - eMentor course
- 2016 - LITEs in Japan & Alaska
- 2017 - Area Studies Immersion in Japan
Selected by HQ AF for CMSAF Cody’s retirement

Deliberate Development in French
- 2015 - eMentor Course
  LITE to French Guiana
- 2016 - LITE with AFRICOM to Cameroon
Postured for Joint Warfighter Leadership
Where Do We Go From Here?

- Partnerships
- Increased Direct Utilization
- Educational Innovation
- Research and Analysis
Final Thoughts

“Global operations demand global skills …”

- Lt Gen Gina M. Grosso
DCS, Manpower, Personnel and Services
AF LREC Flight Plan, 2017-2022

For More Information on the AFCLC, contact afclc.outreach@us.af.mil