



Language Enabled Airman Program

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What is the AFCLC?

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

- 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)

What We're Not

- ✗ Career-Field Specific
- ✗ Short-Term Focused
- ✗ Just-In-Time



The LEAP Concept

MANDATES (leading to founding of LEAP in 2009):

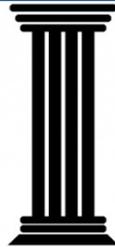
Congress: *“Find the right people, maintain their capability, use their skill”*

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”*

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







LANGUAGE ENABLED AIRMAN PROGRAM

LEAP Today

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

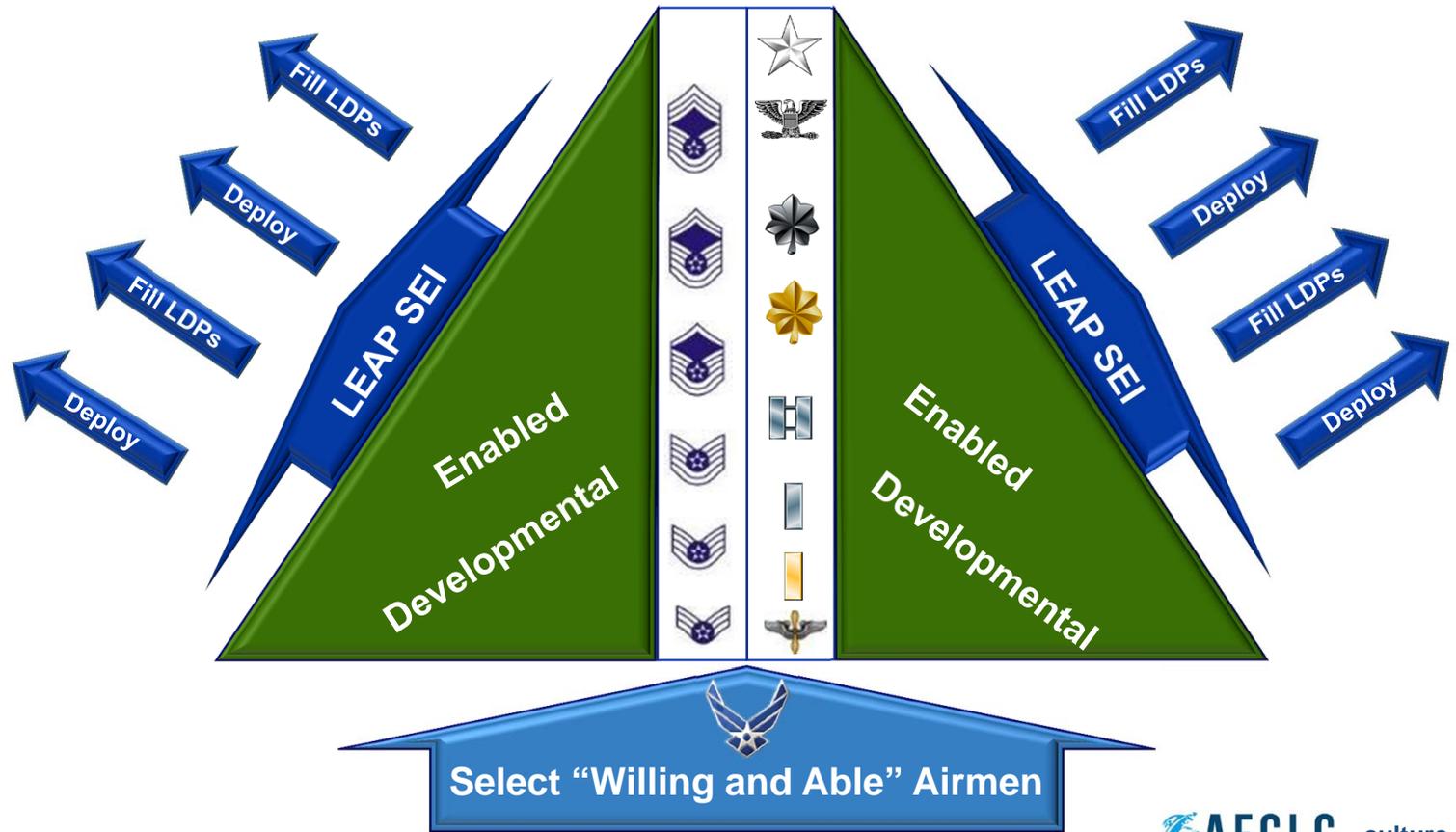
Key Training Partnerships

- ✓ 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



LANGUAGE ENABLED AIRMAN PROGRAM

Deliberate Development



LEAP Boards

AF-Wide Recruitment

Wanted: "Willing and Able"

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



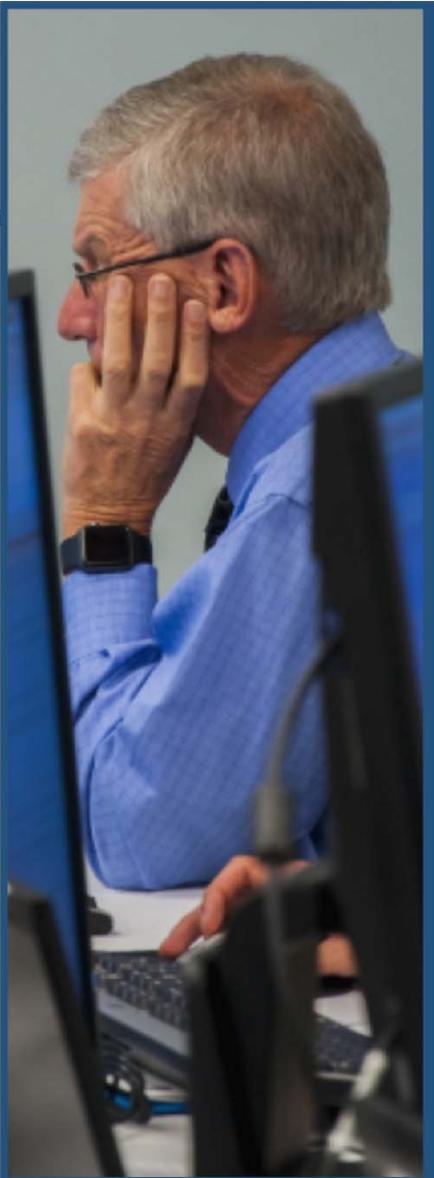
Scoring by AF Panel

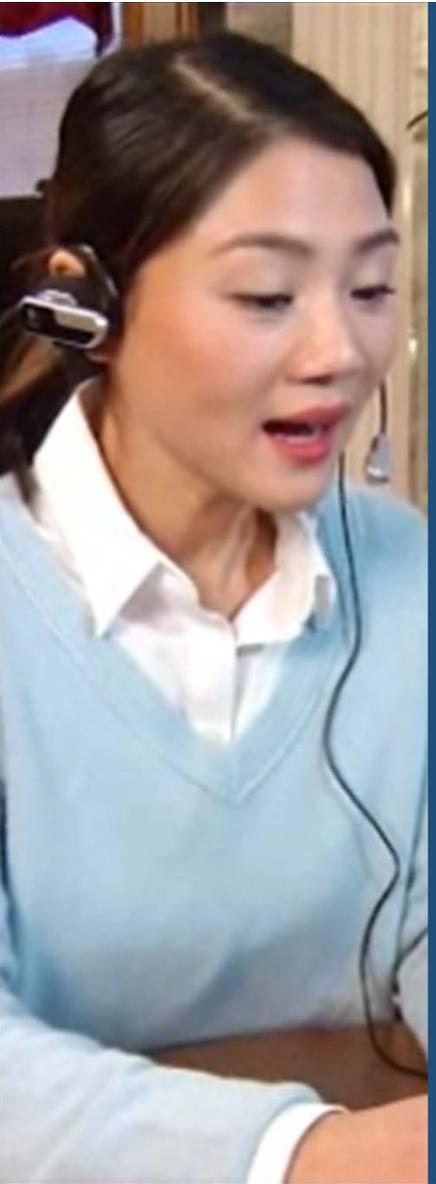
- ✓ Solid record
- ✓ Endorsed by CC
- ✓ Early in career
- ✓ AF strategic language(s)
- ✓ Career field LDPs
- ✓ Personal utilization goals



Selection Based on Existing & Emerging AF Requirements

- ✓ Strategic or Enduring
- ✓ Prevalent in the Force





LANGUAGE ENABLED AIRMAN PROGRAM

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

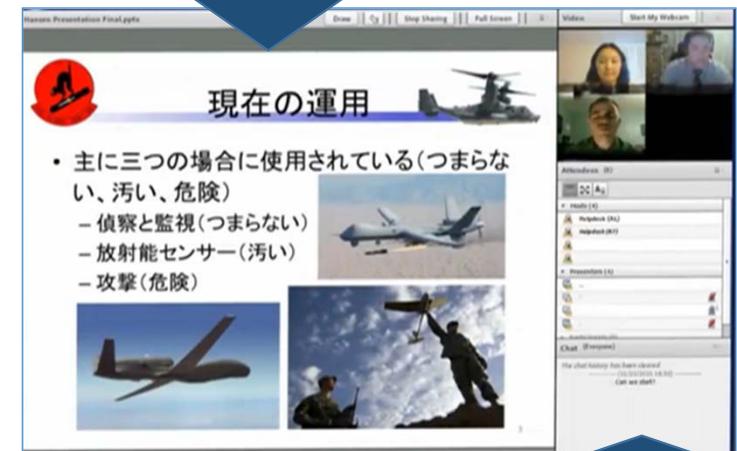
- ✓ 1-6 LEAP Participants
~ Two Hours Per Session
- ✓ Based on 12 Domains of Culture
- ✓ Assesses All Four Modalities
 - ✓ Reading
 - ✓ Listening
 - ✓ Speaking
 - ✓ Writing

Three Course Types

- ✓ 48-Hour
Five Levels (based on ILR)
- ✓ 16-Hour
- ✓ Special Project Course

Slides,
Videos,
Articles

Participants
+ Instructor



Chat

Language Intensive Training Events

Immersion averaging 30 days, that place participants in linguistically, regionally, and culturally complex settings.



Traditional
LITE

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



Area Studies
Immersion

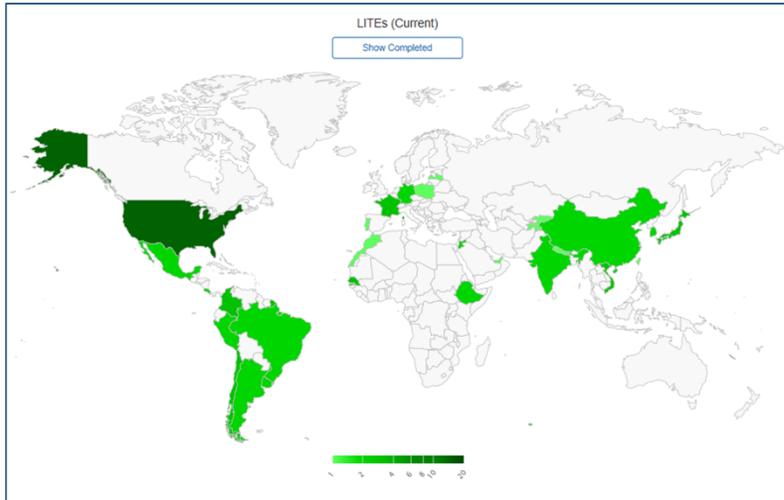
- ✓ 3 weeks
- ✓ 100 hours of instruction
- ✓ ILR 3 or higher
- ✓ Apartment or hotel
- ✓ Multiple excursions, activities



Advanced
LITE

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

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

Navigation bar with social media icons (Facebook, Twitter, Messenger) and user profile "Christopher Chesser".

HOME SEARCH MANAGEMENT - ENDORSEMENT RESOURCES - FAQ

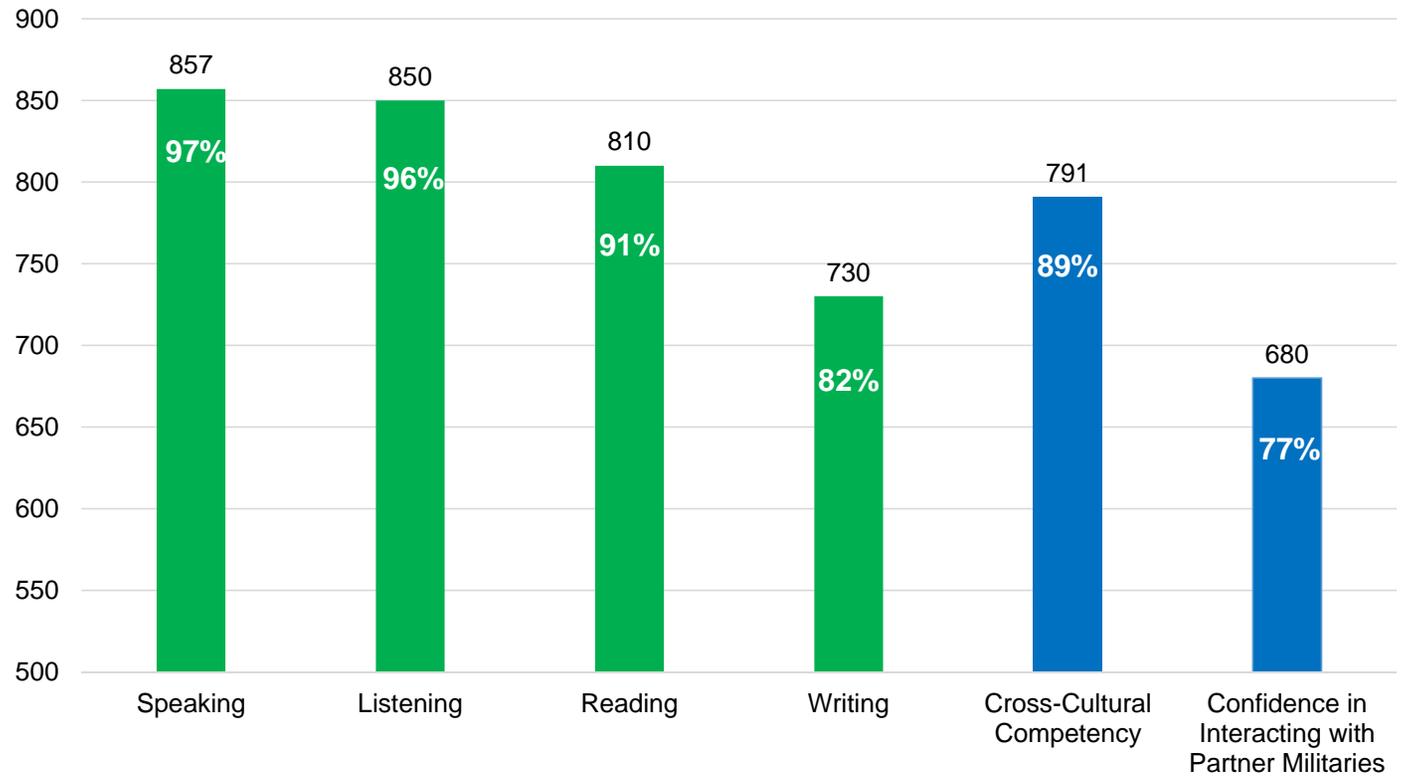
Overview Profile Languages 2 Language Events 69 LITEs 3 eMentor 2 Documents 12 Notes 4





LANGUAGE ENABLED AIRMAN PROGRAM

Participant Feedback



Survey responses from 881 participants (those awarded LEAP SEI)

Return on Investment



Capt Claudio Santo
Acquisitions
2012 LEAP Board



SSgt Jason Sugimoto
Force Support
2013 LEAP Board



1st Lt Ariel Saltin
Logistics Readiness
2014 LEAP Board

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





LANGUAGE ENABLED AIRMAN PROGRAM

Where Do We Go From Here?

Partnerships

Increased Direct Utilization

Educational Innovation

Research and Analysis

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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

 **AFCLC** culture.af.mil