

## **DEFENSE HUMAN RESOURCES ACTIVITY (DHRA)**

### **Global War on Terror (GWOT)/Regional War on Terror (RWOT)**

#### **Operations and Maintenance, Defense Wide Budget Activity 04, Administrative and Service-Wide Activities**

##### **Detail by Subactivity Group**

#### **I. Description of Operations Financed:**

The Defense Human Resources Activity (DHRA) is a Department of Defense (DoD) Field Activity under the authority, direction and control of the Under Secretary of Defense for Personnel and Readiness (USD P&R). The DHRA provides program support, information management, and administrative services to the DoD Components on human resource matters and collects, archives and provides management information, research and analysis of human resources and other related functional area data bases for the DoD.

Post 9/11 military operations reinforce the reality that DoD needs a significantly improved organic capability in emerging languages and dialects, a greater competence and regional area skills in those languages and dialects, and a surge capability to expand its language capabilities on short notice.

On January 5, 2006, President Bush launched the National Security Language Initiative (NSLI), an interagency initiative of the Departments of State, Education, and Defense, and the Office of the Director of National Intelligence, to further strengthen national security and prosperity in the 21st century through education, especially in developing foreign language skills. The NSLI will dramatically increase the number of Americans learning critical need foreign languages such as Arabic, Chinese, Russian, Hindi, Farsi, and others.

The DoD established four goals for language transformation: (1) Create foundational language and cultural expertise in the officer, civilian, and enlisted ranks for both Active and Reserve Components; (2) Create the capacity to surge language and cultural resources beyond these foundational and in-house capabilities; (3) Establish a cadre of language specialists possessing a level 3/3/3 ability (reading/listening/speaking ability); and (4) Establish a process to track the accession, separation and promotion rates of language professionals and Foreign Area Officers (FOAs).

Supplemental funding will be used to implement the goals for language transformation and support the NSLI. Additionally, funding will be used to implement Homeland Security Presidential Directive – 12 (HSPD-12) which directs common, interoperable, security identity credentials across the Federal Government, with the same card appearance, proofing and vetting process, and technology on the integrated circuit chip. It requires rapid electronic authentication for access to federal facilities and networks, and mandates deadlines for agency plan submission and implementation dates.

- **Accession Screening**: Develop new, centralized Accessing Screening Program to identify individuals with high potential for learning a foreign language.
- **Defense Language Proficiency Test (DLPT) Delivery**: Deliver web-based language proficiency tests to transform foreign language proficiency testing of all military and civilian language professionals.
- **Stronghold Language Curriculum Development**: DoD is placing more emphasis on the need for less commonly taught languages and regional expertise among military personnel, particularly in countries where curriculum for those languages is not in place. Developing curriculum for stronghold languages is an item of interest not only in DoD but in Congress. In the National Defense Authorization Act (NDAA) for Fiscal Year 2007, the Senate and House committees on Armed Services directed the Secretary of Defense to submit objectives for developing capabilities in immediate investment and stronghold languages, as identified on the DoD Strategic Language List. This initiative will result in ready material to be deployed to support short-notice Special Operation Forces (SOF) and General Purpose Forces missions for rapid deployment.
- **Oral Proficiency Interview (OPI)**: Increase the capacity to conduct and expedite the deliver of Oral Proficiency Interviews (OPIs), a standardized procedure for the global assessment of functional speaking ability in languages important to DoD in prosecuting the Global War on Terror (GWOT).
- **Homeland Security Presidential Directive-12**: To comply with HSPD-12 and the new technical standards, DoD will have to make significant changes to hardware, software, infrastructure, and business processes. For example, DoD will need compliant 10-print fingerprint capture and storage devices; compliant camera replacement as existing cameras near their end of life; electronic storage and authentication devices for vetting documents (e.g., birth certificate); software and hardware integration and modification required to meet HSPD-12 requirements and support for multiple infrastructures while transitioning; and central services to support rapid electronic authentication for physical access and interface with law enforcement and first responders.

FY 2006	*-----FY 2007-----*		
<u>Actuals</u>	<u>Title IX</u>	<u>Supplemental</u>	<u>Total</u>
10,000	17,300	21,681	38,981

**II. Financial Summary (\$ in Thousands):**

**A. Subactivity Group – Accession Screening**

<b>1. 3.7 Other Services/Miscellaneous Contracts</b>	<b>0</b>	<b>0</b>	<b>501</b>	<b>501</b>
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**Narrative Justification:** Funding supports two contractor personnel for the Defense Language Office. These additional personnel will be responsible for managing the new, centrally managed Accession Screening program. This initiative supports implementation of the the President’s National Security Language Initiative (NSLI).

**Impact if not funded:** Funding delays will jeopardize the ability to screen and test military accessions in a timely and effective manner during the short accession cycle using a computer-based testing methodology. Funding shortfalls will jeopardize the delivery and application of the screening and testing tools. The most important impact of a delay or shortfall in funding is the ability to identify individuals with high potential for learning a foreign language in support of the long war.

**B. Subactivity Group – Defense Language Proficiency Test Delivery**

<b>1. 3.7 Other Services/Miscellaneous Contracts</b>	<b>0</b>	<b>0</b>	<b>2,300</b>	<b>2,300</b>
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**Narrative Justification:**

As part of the NSLI, the DoD developed a new testing system called the Defense Language Proficiency Test 5 (DLPT5) that will be the first Defense foreign language test delivered over the Internet. It will make tests more accessible for

thousands of military and civilian language professionals who are required to take the DLPT to determine their Foreign Language Proficiency Pay. In addition, the DLPT System will be used to assess DoD foreign language capabilities and determine the extent to which the DoD has the foreign language skills required to protect the nation.

Funds provide for the development and maintenance of the authorization and reporting software, the test delivery software, 24/7 tech support and hardware/software maintenance for systems support. Additionally, funding will provide for two software engineers to convert written tests to the DLPT5 web-based format and to purchase an additional server for delivery of these tests (\$1.5 million). Lastly, the evaluation of the web-based DLPT5 System in terms of availability, test delivery, security, as well as test delivery performance will cost \$.800 million. (Total \$2.3 million)

**Impact if not funded:** Deficits in foreign language learning and teaching negatively affect our national security, diplomacy, law enforcement, and intelligence communities and cultural understanding. It prevents us from communicating effectively in foreign media environments, hurts counter-terrorism efforts, and hampers our capacity to work with people and governments in post-conflict zones and to promote mutual understanding. Without funding, the delivery capability does not exist that provides a valid, reliable, secure, accessible way of testing our language professionals to ensure we have the right foreign language capabilities and skills to match DoD critical warfighting requirements in support of the GWOT.

### C. Subactivity Group – Stronghold Language Curriculum Development

1. 3.7 Other Services/Miscellaneous Contracts	0	0	3,500	3,500
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**Narrative Justification:** Joint transformation and evolving 21<sup>st</sup> century warfare dictate the urgent and immediate need for Stronghold Language training to develop capabilities beyond what is available in today's Force. By funding this initiative, DoD will have curriculum developed for languages identified as DoD Stronghold Languages on the Strategic Language List (SLL). This will result in material ready to be deployed to support short-notice Special Operation Forces (SOF) and General Purpose Forces missions for rapid deployment. Preparation and development of these languages is the necessary and essential forward planning that is critical to ensuring that the warfighter has the tools ready to rapidly employ and prepare for emerging threats related in the GWOT.

This initiative supports the (1) Fiscal Year 2006 Quadrennial Defense Review , which reinforced the need for U.S. forces to have greater command of strategic language proficiency to meet global mission demands, (2) Strategic Planning Guidance (SPG) which directed support for strategic language training and proficiency, (3) DoD Language Transformation Roadmap, (4) DoD Irregular Warfare Roadmap, (5) DoD Directive 5160.41E , Defense Language Program, and (6) DoD Directive, Military Support for Stability, Security, Transition, and Reconstruction (SSTR) Operations.

**Impact if not funded:** The challenges of meeting the warfighter’s language requirements within the Combatant Commands may remain extremely difficult. Members’ lack of proficiency in specific languages identified as DoD Stronghold Languages may result in international incidents that are harmful to U.S. international relations and diplomatic efforts. The combined efforts of rigorous DoD-focused training are essential for comprehensive language coverage and appropriate proficiency for members deployed around the world.

**D. Subactivity Group – Oral Proficiency Interviews (OPI)**

<b>1. 3.7 Other Services/Miscellaneous Contracts</b>	<b>0</b>	<b>0</b>	<b>250</b>	<b>250</b>
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**Narrative Justification:** Funding will pay for additional OPI testing capacity to overcome critical lack of certified OPI administrators that has created a backlog of personnel waiting to be tested in language critical to DoD’s operational commitments. Funding is required to develop additional means of delivering the OPI to the warfighters such as web-cam oral interviews.

**Impact if not funded:** DoD will remain reliant on the small cadre of qualified OPI interviewers with continued negative effects on instruction in basic courses at the Defense Language Institute Foreign Language Center (DLIFLC), and on operational readiness to DoD. The current system for testing the spoken foreign language proficiency of Service members via OPI already strains the Department’s capacity of the certified interviewers, most of whom are faculty members of the DLIFLC. Administering OPI over-tasks this small pool of interviewers and removes them from their primary duty of teaching service members taking resident foreign language courses at the DLIFLC Monterey campus. Additionally, Services and Combatant Commands will be reliant on Service members’ untested speaking skills that may or may not be up to par and could jeopardize mission success. Without increased OPI testing capacity, the Services will not have reliable knowledge of their members’ foreign language spoken proficiency.

**E. Subactivity Group – Homeland Security Presidential Directive – 12 (HSPD 12)**

<b>1. 3.7 Other Services/Miscellaneous Contracts</b>	<b>0</b>	<b>0</b>	<b>15,130</b>	<b>15,130</b>
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**Narrative Justification:** HSPD-12 is essential to the GWOT by protecting our bases and building by denying access to people who have either fake identification or fraudulently obtained ID cards. Proposed security enhancements for rapid, electronic authentication for both physical and logical access and interoperability with other Agencies will protect our bases, schools, hospitals, base housing, churches, childcare centers among other potential targets from terrorist attack. Implementation of HSPD-12 compliant credentials will insure critical improvement of our security measures. In FY 2007, funding will specifically be used for: interface with the Joint Personnel Adjudication System (JPAS) to accept investigation status from the Office of Personnel Management (OPM) and provide data to the Defense Enrollment Eligibility Reporting System (DEERS) and the Real-Time Automated Personnel Identification System (RAPIDS); National Agency Check with Inquiries status; compliant camera replacement as existing cameras near end of life; beginning installation of Livescan fingerprint readers, 2310 document scanners, and contactless readers; and integration of identity management system.

**Impact if not funded:** The Department will not recognize the security enhancements and benefits of rapid electronic authentication for both physical and logical access and interoperability with other Departments and Agencies and will be noncompliant with the presidential mandate. Non-compliance repercussions include:

- Vulnerable military base access by unwanted personnel based on fake or fraudulent identification credentials
- Failure to meet the mandatory requirements of the Presidential Directive
- Failure to integrate with FBI and Defense biometric identification systems to provide real time authentication against criminal and terrorist watch lists
- Failure to track changes in personnel status and aid in criminal investigations
- Fail to verify visitor identity/authorization
- Failure to provide security personnel notices on persons of interest attempting to access facilities and increased personnel protection and policy compliance.

**F. Subactivity Group – Joint Advertising, Market Research, ad Studies Program (JAMRS):**

<b>1. 3.7 Other Services/Miscellaneous Contracts</b>	<b>10,000</b>	<b>7,500</b>	<b>0</b>	<b>7,500</b>
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**Narrative Justification:** JAMRS is an official DoD program for joint marketing communications and market research and studies. The marketing communications programs help broaden people’s understanding of Military Service as a career option, while internal government market research and studies programs help bolster the effectiveness of all the Service’s recruiting and retention efforts.

Public Law 108-289, Making Appropriation for the Department of Defense for the fiscal year ending September 30, 2007, Title IX, Additional Appropriations, provided the full requirement (\$7.5 million) for the JAMRS program in FY 2007. The funds were expended on the following items:

- (\$2.7 million) DoD Youth Polls (2) and Influencer Polls (2).
- (\$3.0 million) DoD Direct Marketing Program, which is the vehicle that gives Recruiting Commands the contact list for the Direct Mail Program for potential new military recruits.
- (\$1.0 million) DoD Joint Advertising Tracking Study. This study supports recruiting efforts of all Services to make sure the recruiting message makes the American public aware of the opportunities of military service.
- (\$0.8 million) Sustainment and refreshing public facing websites to keep up with the GWOT. These websites ([www.todaymilitary.com](http://www.todaymilitary.com) and [www.myfuture.com](http://www.myfuture.com)) present military information to the public.

**G. Subactivity Group – National Committee for Employer Support of the Guard and Reserve (ESGR):**

<b>1. 3.7 Other Services/Miscellaneous Contracts</b>	<b>0</b>	<b>9,800</b>	<b>0</b>	<b>9,800</b>
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**Narrative Justification:** Funding provided for 56 nationwide ESGR Field Committees (112 full-time contractor personnel) to manage and support committee operations and for employer issues relating to National Guard and Reserve employees military commitments. Additionally, funding provided for the development of the ESGR Pinnacle Advance employer

outreach campaign. The Pinnacle Advance campaign targets outreach to the employers of the Reserve Component (USAR/ARNG) due to the heavy use of USAR and ARNG Soldiers in the GWOT.

Public Law 108-289, Making Appropriation for the Department of Defense for the fiscal year ending September 30, 2007, Title IX, Additional Appropriations, provided the full requirement (\$9.8 million) for the ESGR program in FY 2007.

<b>Funding Totals</b>	<b>10,000</b>	<b>17,300</b>	<b>21,681</b>	<b>38,981</b>
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