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) 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 databases 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 strengthen national security and prosperity in the 21st century through education, especially in developing foreign language skills by increasing 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). To achieve these goals, the DoD will take action in the following areas:

- **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**: Place more emphasis on the need for less commonly taught languages and regional expertise among military personnel, particularly in countries where curriculum for the language is not in place. Develop 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).

In addition, continued support for the **Employer Support of the Guard and Reserve (ESGR)** is critical for the 56 nationwide ESGR Field Committees to manage and support committee operations and for employer issues relating to National Guard and Reserve employees military commitments. Comprehensive employer outreach campaign is required to gain employer support in addition to providing full time personnel directly distributed to support ESGR Field Committee operations.

	FY 2007 Title IX/Supplemental	FY 2008 GWOT Request
	38,981	27,152

II. Financial Summary ($ in Thousands):

A. Subactivity Group – Accession Screening

1. 3.7 Other Services/Miscellaneous Contracts   **501**   **0**

Narrative Justification: Funding is required to sustain two contractor personnel for the Defense Language Office. These personnel are responsible for managing the new, centrally managed Accessing Screening program. This initiative supports implementation of 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. The Department would not be able 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

1. 3.7 Other Services/Miscellaneous Contracts   **2,300**   **0**

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. The DLPT System will also 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 maintenance of the authorization and reporting software, the test delivery software, 24/7 tech support and hardware/software maintenance for systems support. Funding also provides for two software engineers to continue converting written tests to the DLPT5 web-based format.

Impact if not funded: Deficient foreign language learning and teaching negatively affects national security, diplomacy, law enforcement, and intelligence communities and cultural understanding by preventing effective communication in foreign media environments, undermining counter-terrorism efforts, and constraining capacity to work with people and governments in post-conflict zones and to promote mutual understanding. Without funding, the Department cannot test language professionals, using a valid, reliable, secure, accessible vehicle, to ensure it has 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** 3,500 0

Narrative Justification: Joint transformation and evolving 21st 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 warfighters' 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)**

1. **3.7 Other Services/Miscellaneous Contracts**   **250**   **0**

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 languages 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 not be up to par and could jeopardize mission success. Without increased OPI testing capacity, the Military Services will not have reliable knowledge of their members' foreign language spoken proficiency.

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

1. **3.7 Other Services/Miscellaneous Contracts**   **9,800**   **9,970**

Narrative Justification: Funding is required for sustainment of 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. Funding is also required for the development of the FY 2008 ESGR employer outreach campaign. The employer outreach 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.

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

1. 3.7 Other Services/Miscellaneous Contracts   7,500   0

Narrative Justification: 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 for the JAMRS program. The FY 2008 budget request fully funds the JAMRS requirement in FY 2008.

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

1. 3.7 Other Services/Miscellaneous Contracts   15,130   17,182

Narrative Justification：Proposed security enhancements for rapid, electronic authentication for both physical and logical access and interoperability with other Agencies will protect DoD bases, schools, hospitals, base housing, churches, and childcare centers from terrorist attack. Implementation of HSPD-12 compliant credentials will insure critical improvement of DoD 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, 2,310 document scanners, and contactless readers; and integration of identity management system.

Impact if not funded: The Department will not obtain 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. Repercussions include:
  • Potential military base access by unauthorized 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;
- Failure to verify visitor identity/authorization; and
- Failure to provide security personnel notices on persons of interest attempting to access facilities and increased personnel protection and policy compliance.

Funding Totals   **38,981**   **27,152**

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