

**BY ORDER OF THE
SECRETARY OF THE AIR FORCE**

**DEPARTMENT OF THE AIR FORCE
POLICY DIRECTIVE 36-40**



3 NOVEMBER 2022

Personnel

***LANGUAGE, REGIONAL EXPERTISE,
AND CULTURE PROGRAM***

COMPLIANCE WITH THIS PUBLICATION IS MANDATORY

ACCESSIBILITY: Publications and forms are available on the e-Publishing website at:
www.e-publishing.af.mil for downloading or ordering.

RELEASABILITY: There are no releasability restrictions on this publication.

OPR: AF/A1D

Certified by: SAF/MR
SF/S1: Mr. Todd A. Remington
USSF, Senior Coordinator)

Supersedes: AFPD36-40, 7 August 2018

Pages: 7

This directive implements Department of Defense (DoD) Directive 5160.41E, *Defense Language, Regional Expertise, and Culture (LREC) Program*, DoD Instruction 5160.70, *Management of the Defense Language, Regional Expertise, and Culture (LREC) Program*, DoD Instruction 5160.71, *DoD Language Testing Program*, DoD Instruction 1340.27, *Military Foreign Language Skill Proficiency Bonuses*, and DoD Instruction 3305.06, *Special Operations Forces (SOF) Foreign Language Policy*. This publication establishes policy for developing language, regional expertise, and culture capabilities under the direction of the Deputy Chief of Staff of the Air Force for Manpower, Personnel, and Services (AF/A1). It applies to Department of the Air Force (DAF) civilian employees and uniformed members of the Regular Air Force (RegAF), United States Space Force (USSF), Air Force Reserve (AFR), and Air National Guard (ANG). Note: All references to US Air Force-specific terminology also applies to the DAF, including the USSF, or to the USSF equivalent, as appropriate. For example, references to Airmen also apply to Guardians. Air Staff roles and responsibilities also apply to the equivalent Office of the Chief of Space Operations (informally referred to as Space Staff) office. This publication may not be supplemented. In collaboration with the Chief of Air Force Reserve (AF/RE), the Director of the Air National Guard (NGB/CF), and the Deputy Chief of Space Operations for Human Capital (SF/S1), AF/A1 establishes policy for identifying, developing, sustaining, and utilizing language, regional expertise, and culture capabilities. Ensure all records generated as a result of processes prescribed in this publication adhere to Air Force Instruction 33-322, *Records Management and Information Governance Program*, and are disposed in accordance with the Air Force Records Disposition Schedule, which is located in the Air Force Records Information Management System.

Refer recommended changes or questions about this publication using Department of the Air Force Form 847, *Recommendation for Change of Publication*, to the office of primary responsibility at AF.A1DG.Workflow@us.af.mil.

SUMMARY OF CHANGES

This document has been substantially revised and must be reviewed in its entirety. Major changes include applicability to the United States Space Force and redesignation of this Air Force Policy Directive (AFPD) to a Department of the Air Force Policy Directive (DAFPD) to incorporate the USSF. Additionally, this revision reflects the appropriate organizations, responsibilities, and policies applicable to the Department of the Air Force Language, Regional Expertise, and Culture Program.

1. Overview. Language, regional expertise, and culture capabilities are critical for ensuring global operational readiness. These capabilities posture the Department of the Air Force to successfully execute warfighting missions, security cooperation engagements, peacetime operations, and to build partner capacity.

2. It is policy that the Department of the Air Force will:

2.1. Establish roles and responsibilities for language, regional expertise, and culture stakeholders across the Department of the Air Force to ensure that Airmen and Guardians with critical skills and competencies are available to meet validated and prioritized mission requirements that support global operational readiness.

2.2. Maintain a comprehensive Language, Regional Expertise, and Culture Program to develop, sustain, and enhance such capabilities across the Total Force according to validated and prioritized mission requirements.

2.3. Execute the Defense English Language Program to meet DoD and international military partners' language training requirements in order to advance National Defense Strategy and DoD Security Cooperation goals.

3. Roles and Responsibilities.

3.1. The Assistant Secretary of the Air Force, Manpower and Reserve Affairs (SAF/MR) will:

3.1.1. Provide guidance, direction, and oversight for both the Department of the Air Force Language, Regional Expertise, and Culture Program and the Defense English Language Program. Conducts these activities for all matters pertaining to the formulation, review, and execution of plans, policies, programs, and budgets.

3.1.2. Designate, in writing, a general officer or civilian equivalent to serve as the Air Force Senior Language Authority and to execute, on behalf of the Secretary of the Air Force, the DoD Executive Agent responsibilities and authorities for the Defense Language Institute English Language Center (DLIELC).

3.1.3. Report the status of language, regional expertise, and culture programs to the Office of the Secretary of Defense, as required.

3.2. The Deputy Chief of Staff of the Air Force for Manpower, Personnel, and Services (AF/A1) will:

3.2.1. Oversee the development and implementation of a Department of the Air Force Language, Regional Expertise, and Culture strategy, which directly supports Air Force strategic guidance.

3.2.2. Oversee the execution of the responsibilities of the Secretary of the Air Force as the Department of the Air Force Senior Language Authority.

3.2.3. Provide oversight of the Defense Language Institute English Language Center's execution of the Defense English Language Program in accordance with DoDI 5160.70.

3.2.4. Provide oversight to maintain, monitor, and report a separate program element (PE) for the Air Force Culture and Language Center (AFCLC) and the Defense Language Institute English Language Center.

3.2.5. Provide oversight as the office of primary responsibility for the Joint Capabilities Based Requirements Identification Process for language, regional expertise, and culture capabilities as described in Chairman of the Joint Chiefs of Staff Instruction 3126.01B, *Language, Regional Expertise, and Culture Capability Identification, Planning, and Sourcing*.

3.2.6. Oversee the implementation of force development strategies and policies to recruit, develop, and retain Air Force personnel with language, regional expertise, and culture capabilities.

3.2.7. Provide oversight to track and advise on language-designated positions; language, regional expertise, and culture capabilities; and utilization as required by DoD policy.

3.2.8. Provide oversight to establish and maintain coordination between the Air Force Personnel Center and Air Force Reserve Personnel Center to update and maintain Total Force personnel record systems to enable coding of language, regional expertise, and culture related information.

3.3. The Deputy Chief of Space Operations for Human Capital (SF/S1) will:

3.3.1. Collaborate with AF/A1 to implement policy for Space Force language, regional expertise, and culture programs.

3.3.2. Serve as the focal point for implementation of policies, plans, programs, and guidance for Space Force language, regional expertise, and culture force development initiatives, skills tracking, and utilization.

3.3.3. Provide training resources for language, regional expertise, and culture programs based on valid and prioritized Space Force requirements.

3.3.4. Design processes to support utilization of language-capable Guardians.

3.3.5. Coordinate and execute Foreign Language Proficiency Bonus (FLPB) policy for Guardians.

3.4. The Director, Air National Guard (NGB/CF), will coordinate with AF/A1 to establish and implement plans, programs, and guidance for language, regional expertise, and culture force development initiatives, skills tracking, and utilization.

3.5. The Chief, Air Force Reserve (AF/RE), will:

3.5.1. Coordinate with AF/A1 to establish and implement plans, programs and guidance for language, regional expertise, and culture force development initiatives, skills tracking, and utilization.

3.5.2. Prioritize the accession, development, sustainment, and utilization of language, regional expertise, and culture skills in support of Air Force requirements.

3.5.3. Develop a process for assigning language-qualified personnel to language-designated positions.

3.6. The Deputy Chief of Staff of the Air Force for Intelligence, Surveillance, Reconnaissance, and Cyber Effects Operations (AF/A2/6), will:

3.6.1. Designate in writing, and in coordination with the Air Force Senior Language Authority, a general officer or civilian equivalent to serve as the Deputy Air Force Senior Language Authority.

3.6.2. Oversee language, regional expertise, and culture force development and sustainment requirements for Air Force Cryptologic Language Analysts in coordination with AF/A1.

3.7. The Deputy Chief of Staff of the Air Force for Operations (AF/A3), will provide policy and oversight to organize, train, and equip Air Advisors with language, regional expertise, and culture capabilities required to meet operational requirements including security cooperation and irregular warfare.

3.8. The Deputy Chief of Staff of the Air Force for Logistics, Engineering and Force Protection (AF/A4), will serve as an office of coordinating responsibility to identify requirements and leverage opportunities to provide pre-deployment language, regional expertise, and culture training, education, and experiences to Total Force Civil Engineer and Security Forces personnel in support of theater campaign plans.

3.9. The Air Force Surgeon General (AF/SG) will serve as the office of primary responsibility to organize, train, equip, and utilize International Health Specialists with language, regional expertise, and culture capabilities that support Air Force, joint, and DoD requirements.

3.10. The Assistant Secretary of the Air Force, Financial Management and Comptroller (SAF/FM), will coordinate with the AF/A1 and SF/S1 to submit the Foreign Language Proficiency Bonus budget estimates for Military Personnel Program Objective Memorandum/Program Budget Review build.

3.11. The Deputy Under Secretary of the Air Force for International Affairs (SAF/IA) will oversee language, regional expertise, and culture force development, sustainment, and manpower requirements for Foreign Area Officers and other Total Force International Affairs Specialists, as appropriate, in coordination with the Air Force Senior Language Authority and Air Education and Training Command.

3.12. The Director, Public Affairs, Office of the Secretary of the Air Force (SAF/PA), will serve as the office of primary responsibility for supporting language, regional, expertise, and culture strategic communication internal and external to the Department of the Air Force.

3.13. The Commander, Air Education and Training Command, will:

- 3.13.1. Resource the 637th Training Group to meet the English language training requirements of the DoD, the Military Departments, and security cooperation partners.
- 3.13.2. Resource the Air Force Culture and Language Center in order to meet the language, regional expertise, and culture education and training needs of the General Purpose Force as defined by the AF Senior Language Authority.
- 3.13.3. In coordination with the AF/A1, consolidate and submit the language training requirements for the Defense Language Institute Foreign Language Center (DLIFLC) and prioritize resources and schedules to meet training requirements.
- 3.13.4. Ensure programs are in place to provide culture-specific and foreign language pre-deployment training to all Airmen deploying to foreign territories as appropriate.
- 3.14. The Commander, Air Force Reserve Officer Training Corps, will:
 - 3.14.1. Develop and implement scholarship programs to increase enrollment in regional studies and language training for regions of strategic importance to the Department of Defense.
 - 3.14.2. Ensure programs are in place to track Reserve Officer Training Corps cadet participation in Department of the Air Force and Department of Defense sponsored language programs (e.g., Language Enabled Airman Program, Project Global Officer, Language Flagship Programs).
- 3.15. The Commander, Air Force Personnel Center, will:
 - 3.15.1. Provide oversight and guidance to ensure the proper execution of language testing (e.g., Defense Language Proficiency Test (DLPT), Oral Proficiency Interview (OPI), and Defense Language Aptitude Battery (DLAB)) and the Foreign Language Proficiency Bonus Program.
 - 3.15.2. Oversee personnel data system change requests to ensure proper coding of language, regional expertise, and culture skills/certifications.

FRANK KENDALL
Secretary of the Air Force

Attachment 1**GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION*****References***

DoD Directive 5160.41E, *Defense Language, Regional Expertise, and Culture (LREC) Program*, August 21, 2015

DoD Instruction 5160.70, *Management of the Defense Language, Regional Expertise and Culture (LREC) Program*, December 30, 2016

DoD Instruction 5160.71, *DoD Language Testing Program*, June 30, 2022

DoD Instruction 1340.27, *Military Foreign Language Skill Proficiency Bonuses*, August 17, 2022

DoD Instruction 3305.06, *Special Operations Forces (SOF) Foreign Language Policy*, November 19, 2008

Chairman of the Joint Chiefs of Staff Instruction 3126.01B, *Language, Regional Expertise, and Culture Capability Identification, Planning, and Sourcing*, November 18, 2020

Department of the Air Force Policy Directive 36-26, *Total Force Development and Management*, 15 April 2022

Air Force Instruction 33-322, *Records Management and Information Governance Program*, 28 July 2021

Prescribed Forms

None

Adopted Forms

DAF Form 847, *Recommendation for Change of Publication*

Abbreviations and Acronyms

AFCLC—Air Force Culture and Language Center

DLAB—Defense Language Aptitude Battery

DLIELC—Defense Language Institute English Language Center

DLIFLC—Defense Language Institute Foreign Language Center

DLPT—Defense Language Proficiency Test

DoD—Department of Defense

FLPB—Foreign Language Proficiency Bonus

LREC—Language, Regional Expertise, and Culture **OPI**—Oral Proficiency Interview

PE—Program Element

SOF—Special Operations Forces

Office Symbols

AF/A1—Air Force Deputy Chief of Staff, Manpower and Personnel

AF/A2/6—Air Force Deputy Chief of Staff, Air Force Intelligence, Surveillance and Reconnaissance

AF/A3—Air Force Deputy Chief of Staff, Operations

AF/A4—Air Force Deputy Chief of Staff, Logistics, Engineering and Force Protection

AF/RE—Chief, Air Force Reserve

AF/SG—Air Force Surgeon General

NGB/CF—Director, Air National Guard

SAF/FM—Air Force Financial Management and Comptroller

SAF/IA—Deputy Under Secretary of the Air Force, Internal Affairs

SAF/MR—Assistant Secretary of the Air Force, Manpower and Reserve Affairs

SAF/PA—Air Force Public Affairs

SF/S1—Deputy Chief of Space Operations, Human Capital