

Enclosure 4: Additional Reporting Instructions for FY12 Annual Review and Report

1. Meeting the Demand for Qualified FAOs. As directed, the following table is submitted:

	FY-12	FY-13	FY-14	FY-15	FY-16	FY-17	FY-18
Requirement	151	177	177	177	177	177	177
Inventory	338	421	497	558	610	658	703
-Available	131	177	177	177	177	177	177
-Not Available	207	244	320	381	433	481	526
-Projected Attrition*	24	30	35	39	43	46	49
Accession	107	106	91	91	91	91	91
-In-Training**	19	18	18	18	18	18	18
-Olmsted Scholars	3	3	3	3	3	3	3
-FPME	15	15	15	15	15	15	15
-PEP	15	15	15	15	15	15	15
-AFPAK HANDS	15	15					
-Experience Track	40	40	40	40	40	40	40

* Projected attrition reflects a four-year FAO attrition average of 7.1%.

** Includes officers undergoing Phase I training (graduate education). Once officers begin Phase II training (language instruction), they receive the 8240 "Basic FAO/FAO-in-Training" designator, and subsequently fall under the "Not Available" category above.

2. Improving Oral Proficiency up to General Professional Level.

a. Oral Proficiency ratings by ILR ratings, rank, and language

(1) Number of Speaking-level 3+ FAOs by language and rank:

SPEAKING	LANGUAGE DESCRIPTION	GRADE	TOTAL
3+	GREEK	O4	1
	RUSSIAN	O3	1
	SPANISH	O4	1
3+ Total			3

(2) Number of Speaking-level 3 FAOs by language and rank: N/A

SPEAKING	LANGUAGE DESCRIPTION	GRADE	TOTAL
3	AMHARIC	O4	1
	FRENCH	O5	1
		O4	1
	GERMAN	O5	1

	GREEK	O4	1	
	KOREAN	O2	1	
	RUSSIAN	O5	1	
		O3	1	
		SPANISH	O6	1
			O5	2
	O4		3	
	O3	1		
3 Total			15	

(3) Number of Speaking-level 2+ FAOs by language and rank:

SPEAKING	LANGUAGE DESCRIPTION	GRADE	TOTAL
2+	AFRIKAANS	O5	1
	FRENCH	O5	1
		O3	1
	PASHTO	O3	1
	SPANISH	O5	1
		O4	3
TURKISH	O4	1	
2+ Total			9

(4) Number of Speaking-level 2 FAOs by language and rank:

SPEAKING	LANGUAGE DESCRIPTION	GRADE	TOTAL
2	ARABIC-MODERN STANDARD	O4	1
		O3	1
	ARABIC-SYRIAN	O4	1
	CHINESE-MANDARIN	O4	1
		O3	1
	DUTCH	O5	1
	FARSI	O3	3
	FRENCH	O4	2
		O3	2
	HINDI	O4	1
	INDONESIAN	O4	2
	JAPANESE	O4	1
	PASHTO	O4	1
		O3	1
	RUSSIAN	O4	1
	SPANISH	O4	3
		O3	3
TAGALOG	O4	1	
TAJIK	O3	1	

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	THAI	O4	1
2 Total			29

(5) Number of Speaking-level 1+ FAOs by language and rank:

SPEAKING	LANGUAGE DESCRIPTION	GRADE	TOTAL
1+	ARABIC-MODERN STANDARD	O4	1
		O3	1
	ARABIC-EGYPTIAN	O4	2
	CHINESE-MANDARIN	O4	1
	FRENCH	O4	1
	GERMAN	O4	1
	HINDI	O4	1
		O3	1
	JAPANESE	O3	1
	KOREAN	O3	1
	MALAY	O4	2
	RUSSIAN	O5	1
	URDU	O5	1
1+ Total			15

(6) Number of Speaking-level 1 FAOs by language and rank:

SPEAKING	LANGUAGE DESCRIPTION	GRADE	TOTAL
1	FRENCH	O5	1
	SPANISH	O5	1
1 Total			2

b. Service policy regarding OPIs

(1) MCO 1230.5B (Classification Testing) directs that the OPI "will only be given upon request by CMC Intelligence Operations and Personnel (IOP)."

(2) MCO 7220.52E (Foreign Language Proficiency Pay Program [FLPP]) directs the following:

"In those instances where there is no Defense Language Proficiency Test (DLPT) available for the language in question, certification and qualification must be validated by CMC (IOP). Under these circumstances, a specialized language proficiency assessment can be authorized for the purpose of FLPP entitlement certification. Specialized language assessments will be authorized for purposes of FLPP certification to validate foreign language skills for which there is a demonstrated or

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anticipated operational requirement. CMC (IOP) will notify the Defense Language Institute Foreign Language Center that a specialized language proficiency assessment is required and arrange testing with local commands. Specialized language proficiency assessments will normally be comprised of an OPI."

(3) MARADMIN 413/11 (Clarification on eligibility requirements for the OPI) directs that the OPI shall only be approved for Marines who achieve a minimum score of 2 in one modality of a DLPT; is assigned to Marine Corps Special Operations Command; is deployed or stationed in an area with no access to a testing facility to administer a DLPT; or is unable to take a DLPT because no DLPT exists for that language.

c. USMC FAOs may be paid for OPI scores - for most foreign languages - at the 2-level or higher. MARADMIN 646/12 announced which languages are authorized to receive FLPP at the 1-level with qualifying DLPT or OPI scores. According to current data, approximately 55 FAOs are currently eligible for foreign language proficiency pay based solely on OPI scores.

d. The USMC IAP does not currently have a formal program designed to improve speaking capability; however this is the focus of FAOs who take advantage of funded language sustainment funds from DLNSEO and HQMC-I. USMC FAOs are encouraged to utilize existing speaking programs - such as the Broadband Language Training System (BLTS) - that leverage the internet for language skill sustainment. The IAP continues to seek increased program funding in order to enhance our ability to support FAOs who desire language and immersion sustainment training opportunities. We are in a financially constrained environment; additional funds are not forthcoming at this time.

e. The USMC IAP has worked closely with DLNSEO and other Service FAO proponents to increase opportunities for FAOs to receive OPIs. Two key factors affect this initiative: OPI throughput at DLI, and FAO availability to schedule and take the OPI.

(1) As a result of the initiative to increase OPI testing, DLI has signaled its ability to proctor OPIs for all Service FAOs. This will require each Service to accurately forecast the number of FAOs who will require OPI testing each year.

(2) The computerized DLPT has been fully integrated into Education Centers located at 20 USMC bases and is readily

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available for administration to FAOs. The Joint FAO Program at NPS has proposed the administration of OPIs via video teleconference (VTC). Enduring questions remain as to whether existing Education Centers will have the assets and bandwidth necessary to support widespread implementation of OPIs via VTC. Regardless, whatever medium the OPI is administered through, the USMC IAP maintains the capability to track FAO OPI scores, monitor trend lines in FAO speaking proficiency, and - as necessary - coordinate additional sustainment training for FAOs with degraded foreign language speaking abilities.

3. Career Paths that ensure FAOs are competitive for promotion to General Officer.

a. The Marine Corps does not have any 0-7 FAOs and has not identified any General Officer billets that will be coded for FAOs. Nonetheless, CMC provides precepts to the president of all officer promotion boards directing them to consider that the Marine Corps benefits when the officer corps possesses a broad spectrum of experiences, such as foreign language proficiency and cultural awareness, billets requiring language proficiency, international exchange tours and foreign area officer/regional affairs officer tours. As documented in this report, USMC FAO promotion rates and command selection rates are at or above service averages. This trend indicates that USMC FAOs are not at a disadvantage with respect to their peers for selection to General Officer.

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