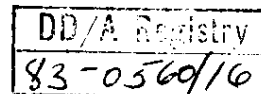


ROUTING AND RECORD SHEET				
SUBJECT: (Optional)				
FROM: C/LS/OTE 426 CoFC		EXTENSION	NO.	DD/A Registry 83-0560/16
			DATE	13 April 1983
TO: (Officer designation, room number, and building)	DATE		OFFICER'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
	RECEIVED	FORWARDED		
1. EXO/OTE			/	
2. D/OTE	4/13		B	
3.				
4. EXO/DDA 7D24 Hqs	13 APR 1983	13 APR 1983	J	
5. O/Comptroller				Attached is a response to the two questions you asked concerning the availability of linguists and the capabilities of our language training program.
6. 4E06 Hqs				
7.				
8.				
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1. Community concern continues to be expressed on the availability of linguists. Is this a continuing problem, and what is the remedy?

Fifty percent fulfillment of unit language requirements.

Short-fall in required language-qualified personnel.

Remedies: Incentive programs, public relations efforts, longer time in training.

COMMENTS

While FY-81 saw a reversal in the downward trend in the number of Agency staff personnel possessing foreign language speaking skills at the minimum professional level which continued in FY-82, the Agency is still a long way from realizing its needs for personnel with professional level foreign language speaking skills. The Agency is fulfilling only half of its unit language requirement positions with personnel fully qualified in the required language. Adding in the number of personnel who are partially language qualified, however, raises the fulfillment rate to 75 percent. Our recruitment efforts for language-qualified personnel are only partially successful due to the scarcity of language-qualified people coming out of the American educational system. Remedies include the recent enhancement of the Language Incentive Awards Program under which a person could be awarded as much as [redacted] for going from no proficiency to near native proficiency in Arabic, for instance. In addition, there is a concerted effort by the consortium of government language schools to raise the public consciousness on the importance of foreign language study and foreign language use in government service. The fact remains, however, that length of time in language training is the single most important ingredient in attaining increased foreign language proficiency. Commitment to allowing personnel more time in language training is essential.

25X1

2. What is your assessment of the capabilities of the language training program?

The Language School is at near capacity, teaching 25 languages.

Ad hoc requests for language training result in inefficient use of resources.

Security and professional standards reduce instructor availability.

COMMENTS

At the present time, the Language School is teaching 25 languages and is operating at near capacity. We do not have the ability to teach in the more

have a perfect world where language students of compatible learning levels arrive at the same time for advertised courses. Fully 50 percent of Language School effort is for ad hoc training. This reduces the efficient use of training resources and results in uneven instructional capacities. In addition, instructors increasingly have been tasked with non-teaching but language-related, operational assignments. Since almost 100 percent of our staff is foreign-born, our flexibility to respond to language training requirements is also hampered by the requirement that instructors be security cleared. In addition, it is not easy to find even native-born individuals with language and teaching skills at the level we require.

25X1