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Operations Support

**INTERNATIONAL AFFAIRS
SPECIALIST (IAS) PROGRAM**

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This instruction implements Department of Defense Directive 1315.17, *Military Department Foreign Area Officer (FAO) Programs* (referred to as DoDD 1315.17), dated April 28, 2005, by providing specific guidance for establishing and sustaining the Air Force International Affairs Specialist Program. It applies to active component Air Force and Air Force Reserve personnel. Submit waiver requests for requirements contained in this instruction to SAF/IAPA.

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SUMMARY OF CHANGES

This document has been substantially revised and must be reviewed in its entirety. This revision disestablishes the Air Force Foreign Area Officer Program and implements the new Air Force International Affairs Specialist Program.

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Chapter 1

PROGRAM DESCRIPTION

1.1. Overview. Changes in the international security environment and the nature of threats to U.S. national security have increased the range of potential conflict zones and expanded the number of likely coalition partners with whom U.S. forces will work. In addition, the Air Force's "global footprint" and transition to an Expeditionary Air and Space Force reinforces the reality that future missions will require personnel with a more sophisticated understanding of the international security environment. The Air Force established the International Affairs Specialist Program to meet these challenges by deliberately developing a cadre of airmen with international insight, foreign language proficiency, and cultural understanding. Consistent with DoDD 1315.17, Air Force International Affairs Specialists combine professional military skills with foreign language proficiency and an intimate, nuanced understanding of the history, language, culture, and political-military issues of the countries and regions in which the Air Force may operate. They employ this unique combination of knowledge and skills to understand the specific regional context in which air and space power may be applied, integrate this understanding into plans and operations, and build effective relationships with our global partners; relationships that are critical enablers for our Expeditionary Air and Space Force.

1.2. International Affairs Specialist (IAS) Program. The IAS Program is the Air Force component of the DoD Foreign Area Officer Program and is designed to deliberately develop officers with international skills. Fully consistent with the Force Development concept, officers are identified at the mid-career point for deliberate development as Political-Military Affairs Strategists or Regional Affairs Strategists.

1.2.1. Political-Military Affairs Strategist (PAS). PAS development begins in conjunction with Intermediate Developmental Education (IDE). Selected officers acquire a broad knowledge of political-military affairs through developmental education, then serve in at least one developmental assignment to gain political-military experience.

1.2.2. Regional Affairs Strategist (RAS). RAS development typically begins in the 7-10 year commissioned service window, but some developmental opportunities exist as part of Senior Developmental Education (SDE). Officers designated for RAS development will earn a regionally-focused masters degree and complete foreign language training to gain a detailed knowledge of regional history, culture, language, and political-military affairs. They will then embark upon a well-managed dual career track, alternating between primary career field and complementary RAS assignments. Where possible, assignments should be within the geographic area of RAS specialization.

1.3. IAS Duties. RAS officers typically serve as Major Command (MAJCOM) and Combatant Command (COCOM) staff officers, country desk officers, arms control specialists, Foreign Liaison Officers, political advisers, security assistance officers, and attaches where their unique combination of professional military skills, regional expertise, and foreign language proficiency are required. PAS officers serve in similar positions, but perform duties that require a broad knowledge of political-military affairs rather than regional expertise and foreign language skills.

Chapter 2

RESPONSIBILITIES

2.1. Office of the Secretary of Defense (OSD). The Under Secretary of Defense for Personnel and Readiness (USD(P&R)) establishes DoD accession, education, and utilization policy for Foreign Area Officers.

2.2. Secretary of the Air Force (SecAF). The SecAF, through the Deputy Under Secretary of the Air Force (International Affairs) (SAF/IA), develops IAS programs to meet the needs of the Air Force and other DoD Components consistent with DoDD 1315.17.

2.3. Chief of Staff, United States Air Force (CSAF). The CSAF conducts an annual review of IAS needs and requirements in the Military Department staffing documents.

2.4. Deputy Under Secretary of the Air Force (International Affairs) (SAF/IA). SAF/IA executes the IAS Program on behalf of the SecAF and serves as the Functional Authority for the IAS career field. The Director of Policy (SAF/IAP) manages development of policy, plans, and guidelines for US Air Force international programs and serves as the Functional Manager for the IAS career field. SAF/IAPA performs day-to-day management and administration of the IAS Program on behalf of SAF/IA and serves as Career field Manager for the 16F (RAS) and 16P (PAS) Air Force Specialty Codes (AFSCs). Specifically, SAF/IA will:

2.4.1. Validate USAF IAS billet requirements with COCOMs and MAJCOMs IAW AFI 38-201, *Determining Manpower Requirements*.

2.4.2. Determine IAS education, training, experience, and qualification criteria for AFMAN 36-2105, *Officer Classification*.

2.4.3. Validate IAS education and training requirements for use by AF/A1 at the Air Force Education Review Board (AFERB) and Training Requirements Arbitration Panel (TRAP).

2.4.4. Provide IAS screening and selection guidance to Air Force Personnel Center (AFPC) Development Teams (DT) and Assignment Teams (AT).

2.4.5. Develop and manage the IAS career field prioritization plan.

2.4.6. Track officers with IAS qualifications for IAS development and utilization.

2.4.7. Manage IAS-related skills proficiency and enhancement programs.

2.4.8. Monitor IAS accession, retention, and promotion rates IAW DoDD 1315.17.

2.4.9. Maintain fiscal and budgetary oversight for all IAS program-related items.

2.4.10. Participate in Interagency Language Roundtable (ILR) plenary sessions as needed.

2.5. Personnel Directorate, Air Force Reserve (AF/REP). AF/REP manages development of policy, plans, and guidelines for Air Force Reserve participation in the IAS program.

2.6. International Affairs Directorate, National Guard Bureau (NGB-J5-IA). NGB-J5-IA manages development of policy, plans, and guidelines for National Guard participation in the IAS program in coordination with NGB-J1 and ANG/A1.

2.7. HQ Air Force Directorate of Manpower and Personnel (AF/A1). HQ AF/A1 provides personnel policy support to the IAS Program. AF/A1 will:

- 2.7.1. Assist SAF/IA in determining manpower requirements IAW AFI 38-201.
- 2.7.2. In coordination with AFPC, ensure DTs receive objective IAS quotas based on USAF requirements.
- 2.7.3. Assist SAF/IA in defending and scheduling IAS education and training requirements through the AFERB and TRAP.
- 2.7.4. Ensure personnel policies support development, retention, and promotion opportunity for a sufficient number of IAS officers to meet DoD needs consistent with DoDD 1315.17.
- 2.7.5. Assist SAF/IA in compiling metrics to monitor IAS accession, retention, and promotion rates.
- 2.7.6. Coordinate on issues affecting Air Force foreign language and culture initiatives.
- 2.7.7. Through the General Officer Management Office (AF/DPG) and Colonel Matters Office (AF/DPO), accomplish assignment actions for IAS billets O-6 and above.

2.8. Directorate of Personnel, HQ Air Force Reserve Command (HQ AFRC/DP). HQ AFRC/DP manages professional and continuing education development programs for Air Force Reserve personnel and matches Air Force Reserve officers to annual IAS education and training allocations.

2.9. Air Force Personnel Center (AFPC). The IAS AT, in conjunction with primary career field DTs and ATs, ensures effective selection and utilization of active component IAS officers. AFPC will:

- 2.9.1. Ensure DTs vector officers for deliberate development in the IAS program.
- 2.9.2. Ensure the IAS AT, in cooperation with primary career field ATs, accomplishes assignment actions for IAS billets O-5 and below.
- 2.9.3. Ensure ATs carefully manage the primary career field/IAS dual career path.
- 2.9.4. Ensure Defense Language Aptitude Battery (DLAB) scores, Defense Language Proficiency Test (DLPT) scores, and graduate education data necessary to source candidates for IAS assignments are properly maintained in Air Force databases.

2.10. Development Teams (DTs). Career field DTs will screen and vector qualified officers for deliberate development and utilization as International Affairs Specialists, ensuring they remain viable and competitive in their primary Air Force specialty.

2.11. Combatant Commands, Defense Agencies, DoD Military-Diplomatic Offices at U.S. Embassies, and Air Force MAJCOMs. Combatant Commands, Defense Agencies, DoD Military-Diplomatic Offices at U.S. Embassies, and Air Force MAJCOMs shall employ IAS officers to provide expertise in planning and executing operations, to provide liaison with foreign militaries operating in coalitions with U.S. forces, to conduct political-military activities, and to execute military-diplomatic missions as out-

lined in DoDD 1315.17 and CJCSI 3126.01, *Language and Regional Expertise Planning*. They will coordinate manpower change requests and Air Force Specialty Code (AFSC) conversions involving IAS billets with SAF/IA.

2.12. Military Personnel Flights (MPFs). Servicing MPFs will administer the DLAB and DLPT in accordance with AFI 36-2605, *Air Force Military Personnel Testing System*, ensure these scores are properly updated in the Military Personnel Data System (Mil-PDS), and process award and update of the 16F and 16P AFSCs.

Chapter 3

PROGRAM MANAGEMENT

3.1. General Requirements. IAS officers must be qualified in a primary Air Force career specialty, remain eligible for worldwide deployment or assignment, and be eligible for security clearance upgrades.

3.2. Application and Selection. Under the IAS Program, DTs will vector officers for IAS development at the mid-career point (typically 7-12 years commissioned service).

3.2.1. **PAS.** Officers are selected for PAS development in conjunction with Intermediate Developmental Education (IDE) designation, typically at the 10-12 year commissioned service point. Interested active component officers should indicate a desire for PAS development on their Transitional Officer Development Plan (T-ODP) and on the AF Form 3849, *PME/AFIT/RTFB Officer Worksheet*. Air Force Reserve officers should utilize the Reserve Officer Development Plan (R-ODP) to communicate a desire for PAS development. DTs will vector officers for developmental education and the Developmental Education Designation Board (DEDB) or Reserve Developmental Education Designation Board (RDEDB) as applicable will designate officers for a PAS development program.

3.2.2. **RAS.** Officers are typically selected for RAS development within the 7-10 year commissioned service window, but some developmental opportunities exist as part of Senior Developmental Education (SDE). Interested active component officers must indicate a desire for RAS development on their T-ODP; Air Force Reserve officers will indicate their desire on the R-ODP. The comments section of the T-ODP/R-ODP must include the officer's DLAB score and, if applicable, DLPT scores. Officers may list regional and language preferences, but must include the statement "I agree to accept any RAS developmental opportunity offered." Officers must ensure they have achieved the minimum DLAB score required for their language preferences (reference [Attachment 2](#)). Primary career field DTs will review T-ODPs/R-ODPs and select qualified officers for RAS development.

3.3. Education and Training. Officers selected for the IAS Program will receive appropriate formal education and training. SAF/IAPA will match active component RAS candidates to annual education and training allocations. The Air Force Reserve will typically select officers with pre-existing RAS skills (i.e., a regionally focused masters degree and professional level proficiency in one of the dominant languages in their regions of expertise); officers who are able to fill RAS billets without additional education and training. HQ AFRC/DPT will match Air Force Reserve officers who do require additional education and training to annual education and training allocations.

3.3.1. **PAS.** Officers selected for PAS development will complete a political-military oriented IDE program as designated by the DEDB or RDEDB as applicable. These programs include but are not limited to Air Command and Staff College (ACSC) with the Political-Military Strategist specialized study track; the Naval Postgraduate School (NPS) masters degree program; English-speaking foreign IDE programs; and the USAF Political Advisor (POLAD) internship.

3.3.2. **RAS.** Officers selected for RAS development will complete a regionally focused advanced academic program, such as NPS, the Olmstead Scholar Program, or foreign-speaking foreign I/SDE, and will become proficient in one of the dominant languages in their regions of expertise.

3.3.2.1. **Advanced Academic Degree.** Officers who do not already possess a regionally focused advanced academic degree (e.g., regional studies, international affairs, national security studies,

etc.) will attend NPS or other designated institution. This requirement may also be satisfied through the Olmstead Scholar Program or foreign I/SDE.

3.3.2.1.1. **Naval Postgraduate School.** NPS, a 46-nation Partnership for Peace education center, is an academic institution whose emphasis is on study and research programs relevant to the DoD. The Department of National Security Affairs (NSA) specializes in the study of international relations and security policy, and brings together outstanding faculty; students from the Army, Air Force, Navy, Marines, National Guard, and various civilian agencies; and scores of international officers from dozens of countries for the sole purpose of preparing tomorrow's military and civilian leaders for emerging security challenges.

3.3.2.1.2. **The Olmstead Scholar Program.** The Olmsted Scholar Program offers educational grants for two years of graduate study in a foreign language to competitively selected career line officers from the four branches of the U.S. military. The purpose of the program is to provide an officer with an in-depth understanding of a foreign language and culture so they will be knowledgeable and sensitive to the viewpoints and concerns of people around the world. Olmsted Scholars are nominated by their military services and selected by the Olmstead Foundation Board of Directors.

3.3.2.1.3. **Foreign I/SDE.** The purpose of sending Air Force officers to foreign I/SDE programs is to enhance the professional military competence of Air Force officers; increase knowledge and understanding of U.S. interests within the applicable region; improve foreign language proficiency; provide exposure to foreign militaries; and begin the process of building contacts within the region that will enable the officer to effectively serve in key political-military positions.

3.3.2.1.4. **Constructive Credit Waiver.** If an officer successfully completes the Olmstead Scholar Program or a foreign-speaking I/SDE program but is not awarded an advanced academic degree, a constructive credit waiver may be granted to satisfy the degree requirement.

3.3.2.2. **Foreign Language Proficiency.** Officers who are not already proficient in at least one of the dominant languages in their regions of expertise will attend the Defense Language Institute or other designated institution for foreign language training. RAS officers shall attain professional level proficiency, defined as Interagency Roundtable Level 3 in Reading and Listening with a goal of 3 in Speaking.

3.4. Utilization. Officers vectored for IAS development will serve in appropriate developmental assignments.

3.4.1. **PAS.** PAS officers will normally serve in an international Political-Military Affairs assignment on their first or second post-IDE assignment. Additional developmental opportunities may be available as determined by the officer's primary career field DT and the needs of the Air Force.

3.4.2. **RAS.** RAS officers will gain in-depth international experience and hone their foreign language skills while serving on a dual career path, alternating between primary career field and RAS assignments. Where possible, these assignments should be complementary, such that primary AFSC assignments occur within the geographic area of RAS specialization and RAS assignments complement the officer's primary AFSC duties. AFPC ATs and DTs must carefully manage this dual career path to ensure officers remain competitive in both their primary AFSC and RAS career fields.

3.4.3. Use of Non-Deliberately Developed Officers in IAS Assignments. If necessary, well-qualified, non-deliberately developed officers may be selected to fill IAS requirements. Non-DEDB/RDEDB designated officers selected to fill PAS requirements should possess a Political-Military Affairs related advanced academic degree (e.g., Political Science, International Relations, etc.) and/or previous Political-Military Affairs experience. Non-deliberately developed officers selected to fill RAS requirements should possess a regionally focused advanced academic degree (e.g., regional studies, international affairs, national security studies, etc.) and be proficient in a foreign language applicable to the assignment as outlined in paragraph **3.3.2.2.**

3.5. Proficiency Testing and Enhancement Programs. These programs are designed to maintain and enhance the foreign language skills and cultural awareness of Air Force officers. They support guidance contained in CORONA taskers, DoDD 1315.17, the Defense Language Transformation Roadmap, and the 2006 Quadrennial Defense Review. Individuals taking part in this training are volunteers and must obtain release through appropriate supervisory channels. Because RAS officers serve on a dual career path, they must maintain their foreign language proficiency and enhance their regional expertise while alternating between primary career field and RAS assignments.

3.5.1. Defense Language Proficiency Test. RAS officers must maintain professional level proficiency in their regional language as outlined in paragraph **3.3.2.2.** and are required to take the DLPT annually as outlined in AFI 36-2605, *Air Force Military Personnel Testing System*, Attachment 10. Failure to meet this requirement will result in reduction or loss of Foreign Language Proficiency Pay (FLPP) as described in AFI 36-2605, Attachment 11, and may prevent the officer from serving in future RAS assignments.

3.5.2. Language Enhancement Programs. SAF/IA will develop and administer programs to help maintain and enhance the foreign language proficiency of RAS officers. These may include, but are not limited to, Rosetta Stone On-line Language Training, the Language and Area Studies Immersion Program, and individual tutoring programs. Air Force Reserve officers who utilize these programs must comply with AFMAN 36-8001, *Reserve Personnel Participation and Training Procedures*.

3.5.2.1. Rosetta Stone On-line Language Training. Rosetta Stone's fully interactive software utilizes native speakers, real-life images, and speech recognition to enhance listening, reading, speaking, and writing skills. Officers granted a user license by SAF/IA must actively use the program (i.e., at least once every two weeks) and must complete the program within six months. Officers who do not demonstrate active use or do not complete the program within six months may have their user license suspended.

3.5.2.2. Language and Area Studies Immersion Program (LASI). LASI is a one-month intensive area studies and immersion course which includes classroom instruction, one-on-one tutoring, and cultural excursions to improve foreign language skills as well as an enhanced understanding of the host country's culture and way of life. Programs are conducted in a wide variety of languages both overseas and, where political or security considerations dictate, through CONUS isolation immersion. SAF/IA funds the LASI program (via contract), which includes transportation, airfare, lodging (hotel or home-stay), language classes, books and materials, visas, meals, and a stipend to cover incidental expenses. Students travel on Permissive TDY status using the AF Form 988 (Permissive TDY; Table 7, Rule 42). Since the AF Form 988 serves as orders, applicants will NOT receive additional orders and will NOT receive per diem. The applicant's unit

incurs no expense except unrecoverable costs due to late cancellation (defined as canceling within 21 days of the program start date).

3.5.2.3. Individual Tutoring Programs. RAS officers may be eligible for one-on-one foreign language tutoring on a funds-available basis. Officers must locate a U.S. General Services Administration (GSA) approved service provider who accepts the Government Purchase Card (GPC) and then obtain SAF/IA approval.

3.5.3. Regional Studies Enhancement Programs. Because the international security environment is dynamic, RAS officers must remain current on the political-military, economic, social, and cultural issues relevant to their regional specialization, as well as U.S. policy objectives within their region. SAF/IA will develop and administer programs to help enhance the regional expertise of RAS officers. These may include, but are not limited to, area studies courses at the Joint Special Operations University, the Foreign Service Institute, and Regional Security Studies Centers. Air Force Reserve officers who utilize these programs must comply with AFMAN 36-8001.

3.5.3.1. Joint Special Operations University (JSOU). JSOU hosts one-week intensive area studies courses at Hurlburt Field, Florida. The courses provide students with a comprehensive orientation to cultural, historical, political, economic, social, religious, and security dynamics of applicable regions to enable more effective planning and execution of theater-specific military operations.

3.5.3.2. Foreign Service Institute (FSI). FSI, through the George P. Shultz National Foreign Affairs Training Center in Arlington, Virginia, hosts two-week intensive area studies courses to prepare officers and support personnel of the U.S. foreign affairs community for duties overseas and in Washington, DC. Seminars are led by FSI area specialists who also bring in expert lecturers from universities, government, and private organizations. The courses combine lectures, discussions, gaming, field trips, and audio-visual materials in order to highlight the key historical, political, economic and socio-cultural themes of each region. American policy interests, such as economic competitiveness, security issues, democratization, environmental concerns and other major initiatives, are analyzed within each regional context.

3.5.3.3. Regional Security Studies Centers. DoD Regional Security Studies Centers, including the George C. Marshall European Center for Security Studies in Garmisch, Germany; the Asia-Pacific Center for Security Studies in Honolulu, Hawaii; the Center for Hemispheric Defense Studies in Washington, DC; the Near-East South Asia Center in Washington, DC; and the African Center for Strategic Studies at Fort McNair, DC, provide a focal point where national officials, policy makers, and military officers can gather to exchange ideas, explore strategic issues, and achieve a greater understanding of the challenges that shape the regional security environment. They accomplish this through a variety of security studies education courses, conferences, and research publications.

3.5.4. Eligibility. Language enhancement and enhanced regional studies programs are designed and administered to improve the foreign language proficiency and regional expertise of RAS officers as they alternate between primary career field and RAS assignments. If funds are available, other line officers may participate on a space-available basis. Applicants must meet the following eligibility requirements:

3.5.4.1. All applicants must have a minimum of 3 years retainability.

3.5.4.2. Rosetta Stone applicants must not have a current DLPT score exceeding 2/2 (Reading/Listening) in the language of interest. Those applying for languages identified by the Under Secretary of Defense for Personnel and Readiness (USD(P&R)) as being sufficient in strategic capability require operational justification.

3.5.4.3. LASI and tutoring applicants must have a current minimum DLPT score of 1/1 (Reading/Listening) and maximum DLPT score of 2+/2+ (Reading/Listening) in the language of interest.

3.5.4.4. LASI applicants must have a valid tourist passport and must not currently be stationed in the country of interest.

3.5.5. **Application Priorities.** Applicants will be considered using the following application priorities:

3.5.5.1. **Priority I.** RAS officers serving in, or within 6 months of assuming duties in, a RAS billet.

3.5.5.2. **Priority II.** RAS officers serving in a non-RAS billet.

3.5.5.3. **Priority III.** Non-RAS officers deploying to a foreign country or working with officers from a foreign country.

3.5.5.4. **Priority IV.** All other line officers.

3.5.6. **Application Procedures.** SAF/IA will post current program offerings on the International Airmen Division website. Officers interested in participating in these programs must obtain their commander's approval and submit request to SAF/IAPA at least six weeks prior to the course start date. Air Force Reserve officers must also coordinate requests with their applicable education and training office.

3.5.7. **Processing Requests.** SAF/IA will:

3.5.7.1. Acknowledge receipt of request within three working days.

3.5.7.2. Coordinate student registration with the host organization and submit country clearance requests as required.

3.5.7.3. Notify applicants of approval or disapproval at least three weeks prior to the course start date and assist with publication of travel orders.

3.5.7.4. Provide approved applicants with a read-ahead package to include course information, student responsibilities, and after-action requirements.

3.6. Finance and Cost Accounting. The IAS budget supports RAS Proficiency and Enhancement Programs, as well as routine Temporary Duty travel for SAF/IAPA personnel.

3.6.1. **Budget Responsibilities.** SAF/IA, Program Element Manager (PEM) for the IAS Program, submits the Program Objective Memorandum (POM) to HAF/RMX. HAF/RMB writes the budget and funds IAS Operations and Maintenance (O&M) and language training requirements.

3.6.2. **Program Elements.** The IAS budget falls under Program Element Code (PEC) 91212 (Operations and Maintenance) as listed under Air Force program elements.

Chapter 4

AIR FORCE SPECIALTY CODE CLASSIFICATION

4.1. Award of the PAS AFSC (16PX). Officers will be awarded the PAS AFSC upon completion of associated education and duty requirements as outlined in AFMAN 36-2105.

4.1.1. **16P1, Entry Level PAS.** Officers designated for PAS development by the DEDB/RDEDB will be upgraded to the entry level PAS AFSC (16P1) upon completion of an applicable Political-Military oriented IDE program. Non-DEDB/RDEDB designated officers selected to fill PAS requirements in accordance with paragraph 3.4.3. will be awarded the entry level PAS AFSC upon assumption of an initial PAS assignment.

4.1.2. **16P3, Fully Qualified PAS.** Officers designated for PAS development by the DEDB/RDEDB will be upgraded to the fully qualified PAS AFSC (16P3) after successfully completing the applicable Political-Military oriented IDE program and serving 12 months in a PAS billet at wing-level or below. Non-DEDB/RDEDB designated officers selected to fill PAS requirements in accordance with paragraph 3.4.3. will be upgraded to the fully qualified PAS AFSC after serving 12 months in a PAS billet at wing-level or below only if they possess an international affairs-focused masters degree.

4.1.3. **16P4, Staff Level PAS.** Officers designated for PAS development by the DEDB/RDEDB will be upgraded to the staff level PAS AFSC (16P4) after successfully completing the applicable Political-Military oriented IDE program and serving 12 months in an above wing-level PAS assignment (OSD, SAF, HAF, Joint Staff, Unified Commands, Combatant Commands, Defense Agencies, MAJ-COMs, and Warfighting Headquarters). Non-DEDB/RDEDB designated officers selected to fill PAS requirements in accordance with paragraph 3.4.3. will be upgraded to the staff level PAS AFSC after serving 12 months in a PAS billet at wing-level or below only if they possess an international affairs-focused masters degree.

4.2. Award of the RAS AFSC (16FXX). Officers will be awarded the RAS AFSC upon completion of associated education, language training, and duty requirements as outlined in AFMAN 36-2105.

4.2.1. **16F1X, Entry Level RAS.** Officers designated for deliberate RAS development by their DT will be awarded the entry level RAS AFSC (16F1X) upon completion of applicable graduate education and foreign language training programs as outlined in paragraph 3.3. Non-deliberately developed officers selected to fill RAS requirements in accordance with paragraph 3.4.3. will be awarded the entry level RAS AFSC upon assumption of an initial RAS assignment.

4.2.2. **16F3X, Fully Qualified RAS.** Officers designated for deliberate RAS development by their DT will be upgraded from the entry level RAS AFSC (16F1X) to the fully qualified RAS AFSC (16F3X) after successfully completing applicable graduate education and foreign language training programs and serving 12 months in a RAS billet at wing-level or below. Non-deliberately developed officers selected to fill RAS requirements in accordance with paragraph 3.4.3. will be upgraded to the fully qualified RAS AFSC (16F3X) after serving 12 months in a RAS billet at wing-level or below only if they possess a regionally-focused masters degree and meet the foreign language proficiency requirements outlined in paragraph 3.5.1.

4.2.3. **16F4X, Staff Level RAS.** Officers designated for deliberate RAS development by their DT will be upgraded from the entry level RAS AFSC (16F1X) to the staff level RAS AFSC (16F4X) after

servicing 12 months in an above wing-level RAS assignment (OSD, SAF, HAF, Joint Staff, Unified Commands, Combatant Commands, Defense Agencies, MAJCOMs, and Warfighting Headquarters). Non-deliberately developed officers selected to fill RAS requirements in accordance with paragraph 3.4.3. will be upgraded to the staff level RAS AFSC (16F4X) after serving 12 months in a RAS billet above wing-level only if they possess a regionally-focused masters degree and meet the foreign language proficiency requirements outlined in paragraph 3.5.1.

4.2.4. **RAS Regional Shredouts.** The RAS AFSC includes a single-letter suffix to denote expertise in a specific geographical region and at least one of the dominant regional languages.

4.2.4.1. **16FXA, Attach:** Denotes officers serving in an Attach billet regardless of geographical region.

4.2.4.2. **16FXB, Eurasia.** Denotes expertise in the region encompassing Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgyzstan, Moldova, Russia, Tajikistan, Turkmenistan, Ukraine, and Uzbekistan. Requires proficiency in at least one of the following languages: Russian, Armenian, Azerbaijan/Azeri, Chechen, Georgian, Kazakh, Tajik/Tadjik, Turkmen, Ukrainian, or Uzbek.

4.2.4.3. **16FXC, Latin America.** Denotes expertise in the region encompassing Argentina, Belize, Bolivia, Brazil, the Caribbean, Chile, Colombia, Costa Rica, Cuba, Dominican Republic, Ecuador, El Salvador, French Guiana, Guatemala, Guyana, Haiti, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, Suriname, Venezuela, and Uruguay. Requires proficiency in at least one of the following languages: Spanish, Brazilian Portuguese, French, or Haitian Creole.

4.2.4.4. **16FXD, Northeast Asia.** Denotes expertise in the region encompassing Japan, North Korea, and South Korea. Requires proficiency in at least one of the following languages: Korean or Japanese.

4.2.4.5. **16FXE, Southeast Asia.** Denotes expertise in the region encompassing Australia, Brunei, Burma, Cambodia, East Timor, Fiji, Indonesia, Laos, Malaysia, New Zealand, the Philippines, Singapore, Thailand, and Vietnam. Requires proficiency in at least one of the following languages: Burmese, Cambodian/Khmer, Indonesian, Javanese, Lao/Laotian, Malay, Tagalog, Thai, or Vietnamese.

4.2.4.6. **16FXF, Middle East/North Africa.** Denotes expertise in the region encompassing Algeria, Bahrain, Egypt, Iran, Iraq, Israel, Jordan, Kuwait, Lebanon, Libya, Morocco, Oman, Qatar, Saudi Arabia, Sudan, Syria, Tunisia, United Arab Emirates, and Yemen. Requires proficiency in at least one of the following languages: Arabic, French, Amharic, Hebrew, Kurdish, or Persian Farsi.

4.2.4.7. **16FXG, Sub-Saharan Africa.** Denotes expertise in the region encompassing Angola, Benin, Botswana, Burundi, Burkina Faso, Cameroon, Cape Verde, Central African Republic, Chad, Comoros, Cote d'Ivoire, Democratic Republic of Congo, Djibouti, Equatorial Guinea, Ethiopia, Gabon, Guinea Bissau, Gambia, Ghana, Guinea, Kenya, Lesotho, Liberia, Mauritius, Mauritania, Madagascar, Malawi, Mali, Mozambique, Namibia, Niger, Nigeria Rwanda, Togo, Republic of Congo, Sao Tome and Principe, Senegal, Seychelles, Sierra Leone, Somalia, South Africa, Swaziland, Tanzania, Uganda, and Zimbabwe. Requires proficiency in at least one of the following languages: French, Swahili, Afrikaans, Hausa, Portuguese, Somali, or Wolof.

4.2.4.8. **16FXH, Europe.** Denotes expertise in the region encompassing Albania, Andorra, Austria, Belgium, Bosnia-Herzegovina, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Latvia, Liechtenstein, Lithuania, Luxembourg, Macedonia, Malta, San Marino, Monaco, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Serbia, Slovakia, Slovenia, Spain, Sweden, Switzerland, Turkey, and the United Kingdom. Requires proficiency in at least one of the following languages: Albanian, Basque, Bulgarian, Czech, Danish, Dutch/Flemish, Estonian, Finnish, French, German, Greek, Hungarian, Icelandic, Italian, Kurdish, Latvian, Lithuanian, Macedonian, Norwegian, Polish, Portuguese, Romanian, Serbo-Croatian, Slovak, Slovenian, Spanish, Swedish, or Turkish.

4.2.4.9. **16FXJ, South Asia.** Denotes expertise in the region encompassing Afghanistan, Bangladesh, Bhutan, India, Sri Lanka, Maldives, Pakistan, and Nepal. Requires proficiency in at least one of the following languages: Bengali, Gujarati, Hindi, Kashmiri, Pashto, Persian Dari, Punjabi, or Urdu.

4.2.4.10. **16FXK, China.** Denotes expertise in the region encompassing China, Mongolia, and Taiwan. Requires proficiency in at least one of the following languages: Chinese (all dialects) or Mongolian.

4.2.4.11. **16FXY, Generalist.** Denotes positions that require the knowledge and experience of a Regional Affairs Strategist but are multi-regional or non-geographical in nature. Examples include positions of multi-regional responsibility on the Joint Staff, Air Staff, or SAF/IA. Y-coded billets may be filled by any RAS-qualified officer.

4.2.5. Officers Awarded the 16FXX AFSC Under the Previous Foreign Area Officer (FAO) Program. Officers awarded the 16FXX AFSC under the previous FAO Program will be reclassified as follows:

4.2.5.1. Officers previously awarded the 16FXX AFSC with a regional shredout who possess a regionally-focused advanced academic degree will retain their 16F designation and will be required to achieve and maintain professional level proficiency in their regional language as outlined in paragraphs **3.3.2.2.** and **3.5.1.** Those who have not served in a 16F billet will retain an entry level RAS AFSC (16F1X) with appropriate regional shredout; those who have served at least 12 months in a 16F billet at wing level or below will retain the fully qualified RAS AFSC (16F3X) with appropriate regional shredout; and those who have served at least 12 months in a 16F billet above wing level will retain the staff level RAS AFSC (16F4X) with appropriate regional shredout.

4.2.5.2. Officers previously awarded the 16FXX AFSC with a regional shredout who do not possess a regionally-focused advanced academic degree will retain an entry level RAS AFSC (16F1X) with appropriate regional shredout and will be required to achieve and maintain professional level proficiency in their regional language as outlined in paragraphs **3.3.2.2.** and **3.5.1.** Upgrade to the fully qualified or staff level AFSCs will be in accordance with paragraph **4.2.2.** and **4.2.3.**

4.2.5.3. Officers previously awarded the 16FX AFSC with no regional shredout will be re-designated as entry level PAS officers (16P1).

BRUCE S. LEMKIN
Deputy Under Secretary of the Air Force/International Affairs

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

CJCSI 3126.01, *Language and Regional Expertise Planning*
DODD 1315.17, *Military Department Foreign Area Officer (FAO) Programs*
DODD 5160.41, *Defense Language Program*
AFPD 16-1, *International Affairs*
AFJI 14-107, *Management of the Defense Foreign Language Program*
AFMAN 36-2105, *Officer Classification*
AFI 36-2115, *Assignments within Reserve Components*
AFI 36-2605, *Air Force Military Personnel Testing System*
AFMAN 36-8001, *Reserve Personnel Participation and Training Procedures*
AFI 38-201, *Determining Manpower Requirements*

Abbreviations and Acronyms

ACSC—Air Command and Staff College
AEF—Air Expeditionary Force
AF/A1—Air Force Directorate of Manpower and Personnel
AFERB—Air Force Educational Review Board
AFPC—Air Force Personnel Center
AFSC—Air Force Specialty Code
AT—Assignment Team
COCOM—Combatant Command
CSAF—Chief of Staff, United States Air Force
DEDB—Developmental Education Designation Board
DLAB—Defense Language Aptitude Battery
DLPT—Defense Language Proficiency Test
DoD—Department of Defense
DoDD—Department of Defense Directive
DT—Development Team
FLPP—Foreign Language Proficiency Pay
FSI—Foreign Service Institute

GPC—Government Purchase Card
GSA—General Services Administration
HAF—Headquarters Air Force
HAF/RMB—Budget Division, Headquarters Air Force Resource Management Office
HAF/RMX—Programming Division, Headquarters Air Force Resource Management Office
IAS—International Affairs Specialist
IDE—Intermediate Developmental Education
ILR—Interagency Language Roundtable
JSOU—Joint Special Operations University
LASI—Language and Area Studies Immersion
MAJCOM—Major Command
Mil-PDS—Military Personnel Data System
MPF—Military Personnel Flight
NPS—Naval Postgraduate School
NSA—National Security Affairs
O&M—Operations and Management
OSD—Office of the Secretary of Defense
PAS—Political-Military Affairs Strategist
PEC—Program Element Code
PEM—Program Element Monitor
POLAD—Political Advisor
Pol-Mil—Political-Military (Affairs)
POM—Program Objective Memorandum
PTDY—Permissive Temporary Duty
RAS—Regional Affairs Strategist
RDEDB—Reserve Developmental Education Designation Board
R-ODP—Reserve Officer Development Plan
SAF—Office of the Secretary of the Air Force
SAF/IA—Deputy Under Secretary of the Air Force (International Affairs)
SAF/IAP—Policy Directorate, Deputy Under Secretary of the Air Force (International Affairs)
SAF/IAPA—International Airmen Division, Deputy Under Secretary of the Air Force (International Affairs)
SecAF—Secretary of the Air Force

SDE—Senior Developmental Education

T-ODP—Transitional Officer Development Plan

TRAP—Training Requirements Arbitration Panel

Attachment 2

DEFENSE LANGUAGE APTITUDE BATTERY INFORMATION

As outlined in AFI 36-2605, Attachment 7, the DLAB evaluates an individual's potential ability to complete formal foreign language training. The table below identifies DLAB requirements and training course lengths for the languages most common to RAS development. Refer to AFI 36-2605 for additional information and languages. Course lengths and required scores are subject to change. Contact DLI for current requirements.

CATEGORY	MINIMUM DLAB SCORE	LANGUAGE	COURSE LENGTH			
I	95	Danish (DA)	25 weeks			
		Dutch (DU) - Flemish (FL)				
		French (FR)				
		Italian (IT)				
		Norwegian (NR)				
		Portuguese - Brazilian (PQ) - European (PT)				
		Spanish (QB)				
		Spanish (QB)				
II	100	German (GM)	34 weeks			
		Malay (ML)				
		Indonesian (JN)				
		Romanian (RQ)				
III	105	Czech (CX)	47 weeks			
		Pashto - Afghan (PV) - Peshawari (PW)				
		Persian-Farsi (PF)				
		Polish (PL)				
		Russian (RU)				
		Serbo-Croatian				
		Tagalog (TA)				
		Thai (TH)				
		Turkish (TU)				
		Uzbek (UX)				
		Vietnamese (VN)				
		IV		110	Arabic - Modern (AD) - Tunisian (BW)	63 weeks
					Chinese (CM)	
Japanese (JA)						
Korean (KP)						

Attachment 3

APPLICATION FOR ENHANCED LANGUAGE & REGIONAL STUDIES PROGRAMS

Applicants must: have a minimum of 3 years retainability; have a current minimum DLPT score of 1/1 (Reading/Listening) and maximum DLPT score of 2+/2+ (Reading/Listening) in the language of interest; have a minimum of 3 years retainability; have a valid tourist passport; and must not currently be stationed in the country of interest.

a. **Rosetta Stone.** Rosetta Stone's fully interactive software utilizes native speakers, real-life images, and speech recognition to enhance listening, reading, speaking, and writing skills. Officers granted a user license by SAF/IA must actively use the program (i.e., at least once every two weeks) and must complete the program within six months. Officers who do not demonstrate active use or do not complete the program within six months may have their user license suspended.

b. **Language and Area Studies Immersion (LASI).** LASI is a one-month intensive area studies and immersion course which includes classroom instruction, one-on-one tutoring, and cultural excursions to improve foreign language skills as well as an enhanced understanding of the host country's culture and way of life. Programs are conducted in a wide variety of languages both overseas and, where political or security considerations dictate, through CONUS isolation immersion. SAF/IA funds the LASI program (via contract), which includes transportation, airfare, lodging (hotel or home-stay), language classes, books and materials, visas, meals, and a stipend to cover incidental expenses. Students travel on Permissive TDY status using the AF Form 988 (Permissive TDY; Table 7, Rule 42). Since the AF Form 988 serves as orders, applicants will NOT receive additional orders and will NOT receive per diem. The applicant's unit incurs no expense except unrecoverable costs due to late cancellation (defined as canceling within 21 days of the program start date).

c. **Tutoring.** RAS officers may be eligible for one-on-one foreign language tutoring on a funds-available basis. Officers must locate a U.S. General Services Administration (GSA) approved service provider who accepts the Government Purchase Card (GPC) and then obtain SAF/IA approval

d. **Joint Special Operations University (JSOU).** JSOU hosts one-week intensive area studies courses at Hurlburt Field, Florida. The courses provide students with a comprehensive orientation to cultural, historical, political, economic, social, religious, and security dynamics of applicable regions to enable more effective planning and execution of theater-specific military operations.

e. **Foreign Service Institute (FSI).** FSI, through the George P. Shultz National Foreign Affairs Training Center in Arlington, Virginia, hosts two-week intensive area studies courses to prepare officers and support personnel of the U.S. foreign affairs community for duties overseas and in Washington, DC. Seminars are led by FSI area specialists who also bring in expert lecturers from universities, government, and private organizations. The courses combine lectures, discussions, gaming, field trips, and audio-visual materials in order to highlight the key historical, political, economic and socio-cultural

themes of each region. American policy interests, such as economic competitiveness, security issues, democratization, environmental concerns and other major initiatives, are analyzed within each regional context.

f. **Regional Security Studies Centers.** DoD Regional Security Studies Centers, including the George C. Marshall European Center for Security Studies in Garmisch, Germany; the Asia-Pacific Center for Security Studies in Honolulu, Hawaii; the Center for Hemispheric Defense Studies in Washington, DC; the Near-East South Asia Center in Washington, DC; and the African Center for Strategic Studies at Fort McNair, DC, provide a focal point where national officials, policy makers, and military officers can gather to exchange ideas, explore strategic issues, and achieve a greater understanding of the challenges that shape the regional security environment. They accomplish this through a variety of security studies education courses, conferences, and research publications.