Objective

On behalf of the Defense Language and National Security Education Office (DLNSEO), to design an instrument that will allow the U.S. Department of Defense (DoD) to assess, track, and manage the regional proficiency (RP) of its military personnel, enhancing DoD’s ability to meet RP operational and surge requirements.

Definition

The Regional Proficiency Assessment Tool (RPAT) is an algorithm-based instrument that consists of five weighted clusters of information: (1) civilian education, (2) military education and training, (3) professional and personal experience, (4) operational utility of language proficiency, and (5) individual characteristics. Clusters are made up of a collection of biographical data that serve as indicators or external markers of the primary dimensions of RP: (1) knowledge, (2) skills and abilities, and (3) individual characteristics. The algorithm calculates and combines cluster scores to generate ratings along an accepted scale that assess an individual’s RP related to a particular region of the world.

Relevance

The RPAT will allow DoD to determine its existing inventory of workforce RP, highlighting RP strengths and gaps. Aggregate RP ratings and cluster scores for DoD defined groups can be used to inform RP training, development, and staffing decisions that enhance DoD’s ability to meet RP operational needs. At the individual level, RP ratings can be drawn on to help meet surge requirements, like the staffing of humanitarian assistance and disaster relief efforts.

Expected Products

The DLNSEO/CASL RPAT project, concluding in March 2013, will result in the following major products:

- An RPAT algorithm applicable to the General Purpose Force;
- An RP assessment and data collection software tool to implement the RPAT algorithm; and
- A language operational utility database that maps languages to countries and regions, and provides operational utility ratings of languages based on their strategic importance, demographic prevalence, and sociopolitical status.

For More Information

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