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Name of Principal Author and all other author(s): Gary Ton

Principal Author's Organization and address:

Navy Recruiting Command

Code N5311

5722 Integrity Drive

Millington, TN 38054

Phone:901-874-9322

Fax:901-874-9327

Email: gary.ton@navy.mil

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NAVY_RECRUITING COMMAND

*The Navy's New Recruiting
Challenge – Find Recruits that
can speak a little Pashtu!*

75th MORSS

Mr. Gary Ton

Navy Recruiting Command

Plans, Analysis and Research Department

12-14 June 2007

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TOPICS

- Navy Requirements
 - *Forecasting of Potential Recruits*
- Region and Districts Goals
 - *Look at immigrants obtaining Permanent Resident Status*
- Performance to Goal
 - *Determining Efficient Recruiting Mechanisms*
- Concerns / discussion
- Credits
 - *Navy Recruiting Command Forecasting Division and Operations Department supplied a major portion of this brief.*
 - *Department of Homeland Security website supplied information on persons obtaining residence within US.*



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Navy Requirements

- Strategic Requirements from...
 - *DUSD(MPP) Letter (15SEP05) requires services to “Recruit” people...plan due to USD(P&P) 15NOV05...spelled out Immediate Investment and Stronghold Language requirements.*
- Operational Objectives announced in...
 - *OPNAVINST 5300 series*
 - *N13 Goaling Notice – adds need for “Heritage Language”*
- Tactical Objectives...
 - *Determining Efficient Recruiting Mechanisms*
 - *Developing Incentives*
 - *Analysis and Evaluation*



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DoD Heritage Languages – FY07 Goal of 200

<u>DoD Heritage Languages</u>	<u>Countries where Spoken</u>
Baluchi	Pakistan, Afghanistan, Iran
Pashtu	Afghanistan, Pakistan
Kurdish	Iraq, Iran, Turkey, Syria
Somali	Somalia, Ethiopia, Djibouti, Kenya
Punjabi	India, Pakistan
Urdu	Pakistan, India
Indonesian	Indonesia, E Timor
Hindi	India
Persian Iranian (Farsi)	Iran, Afghanistan, Tajikistan
Persian Afghan (Dari)	Afghanistan, Tajikistan
Arabic*	Various
Tausug/Moro	Phillipines, Indonesia, Mayasia
Chechen	Russia (Chechyna)
Tamil	India, Sri Lanka, Indonesia, Singapore
Malay	Malaysia, Singapore, Thailand, Brunei
Swahili	Tanzania, Uganda, Burundi, Rwanda
Cebuano	Phillipines
Haitian Creole**	Haiti

* To include Regional Dialects: Algerian, Egyptian, Gulf, Lebanese, Libyan, Maghrebi, Modern Standard Arabic, Moroccan, North Levantine, Sudanese, Syrian

** Not to include Spanish Creole or French Creole

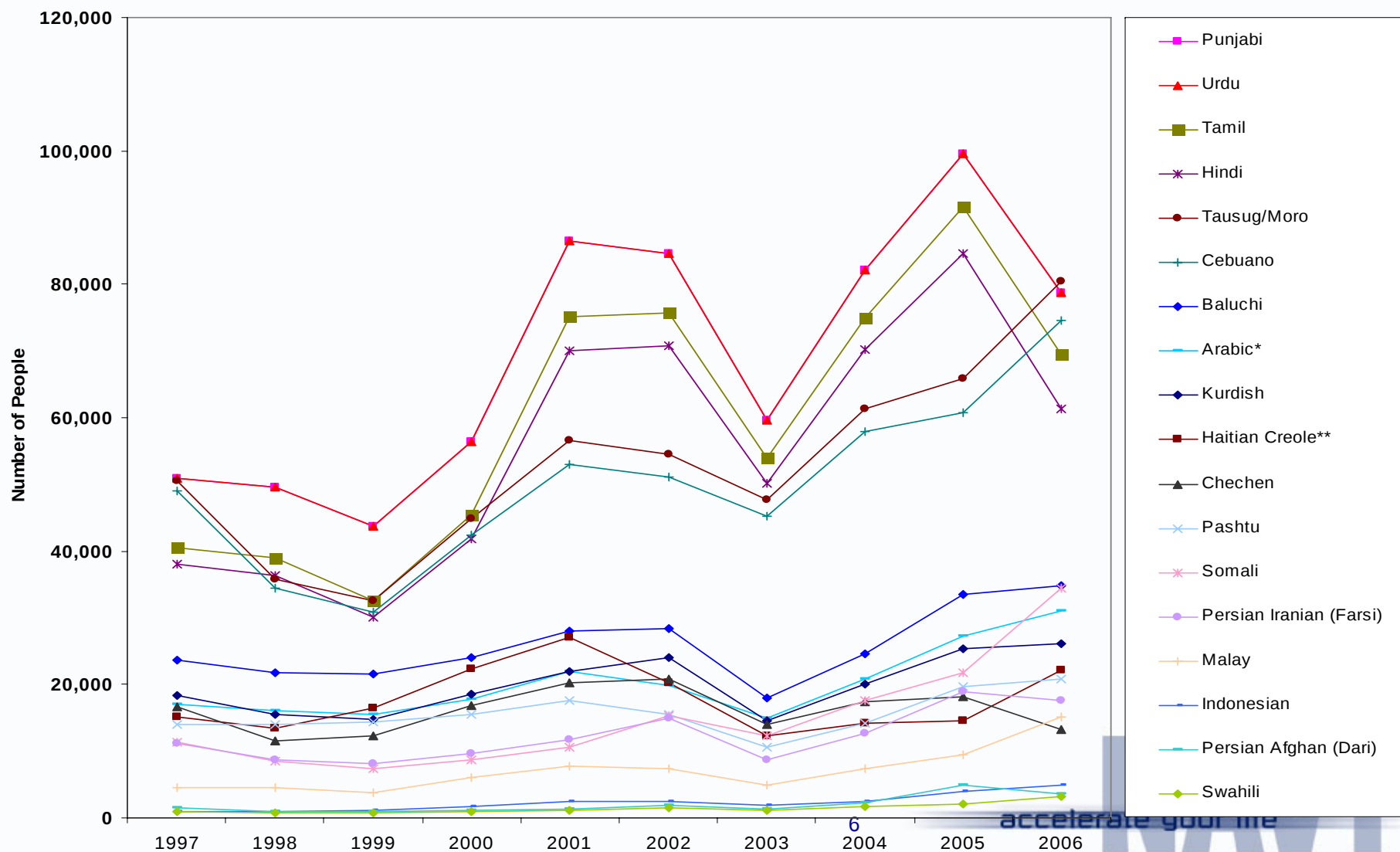
Minimum Eligibility Requirements

- Minimum AFQT Test Score
- US Citizen or Legal Permanent Resident
- Pass Defense Language Proficiency Test (DLPT) or Oral Proficiency Interview (OPI) in the target language at Interagency Language Roundtable (ILR) as follows:
 - DLPT: Listening Level 2 or Reading Level 2
 - OPI: Level 2
- US Citizen or Legal Permanent Resident



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People Obtaining Legal Residence 1997-2006



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DoD Heritage Languages – FY07 Goal of 200

DoD Heritage Language Groups				
DoD Heritage Language	2000 Census Language Group	Heritage Language Population (2000 Census)	% of US Pop	Expected Contracts
Arabic	Arabic	614,580	0.23%	78
Hindi	Hindi	317,055	0.12%	40
Urdu	Urdu	262,900	0.10%	33
Punjabi	Panjabi	141,740	0.05%	18
Tamil	Tamil	83,965	0.03%	10
Indonesian	Indonesian	48,140	0.02%	6
Somali	Proxy: Cushite	41,800	0.02%	5
Swahili	Swahili	36,690	0.01%	4
Malay	Malay	10,670	0.00%	1
Kurdish	Kurdish	10,190	0.00%	1
Pashtu	Pashto	7,710	0.00%	0
Chechan	Proxy: Caucasian	4,440	0.00%	0
Quechua	Quechua	885	0.00%	0
Papiamentu	Papia Mentae	795	0.00%	0
Cebuano	Proxy: Polynesian	625	0.00%	0
Tausug / Moro	Proxy: Bikol	445	0.00%	0
Balochi	Balochi	115	0.00%	0
DHL Total		1,582,745	0.60%	196
US Population		262,374,754		

Other / Additional DOD Heritage Languages Not Currently Identified To Be Recruited				
Chinese	Chinese	1,499,635		0
Haitian Creole	Proxy: French Creole	453,370		0
Hebrew	Hebrew	195,375		0
Korean	Korean	894,065		0
Russian	Russian	706,240		0
Serbo-Croatian	Serbocroatian	130,100		0
Total - Other		3,878,785		0



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DoD Heritage Languages – FY07 Goal of 200

FY07 DoD Heritage Language NCO										
	FY07 DHL NCO				Top 3 DoD Heritage Languages (DHL) for District					
	<u>DHL NCO</u>	<u>DHL Share</u>	DHL Population	% Of Total Pop	Language	% Of DHL Pop	Language	% Of DHL Pop	Language	% Of DHL Pop
Nation	200		836,910	0.33%	Arabic	38%	Hindi	17%	Indonesian	1%
East	101	0.5053	422,924	0.30%	Arabic	50%	Hindi	19%	Indonesian	0%
West	99	0.4947	413,986	0.36%	Arabic	25%	Hindi	16%	Indonesian	2%
	<u>Recommended NCO</u>									
New England	6	0.0556	23,520	0.15%	Arabic	51%	Hindi	29%	Tamil	6%
New York	39	0.3934	166,330	1.04%	Arabic	39%	Hindi	23%	Urdu	20%
Jacksonville	2	0.0209	8,855	0.15%	Arabic	70%	Urdu	19%	Hindi	9%
Atlanta	3	0.0270	11,405	0.14%	Hindi	28%	Arabic	27%	Persian	19%
Nashville	1	0.0125	5,284	0.05%	Arabic	53%	Kurdish	23%	Hindi	12%
Raleigh	2	0.0210	8,885	0.08%	Arabic	63%	Hindi	18%	Urdu	7%
Richmond	17	0.1638	69,284	0.87%	Arabic	32%	Persian	30%	Hindi	17%
Ohio	4	0.0404	17,094	0.12%	Arabic	71%	Hindi	17%	Urdu	3%
Philadelphia	5	0.0462	19,529	0.17%	Arabic	44%	Hindi	30%	Urdu	11%
Pittsburgh	2	0.0187	7,929	0.08%	Indonesian	2%	Arabic	51%	Hindi	33%
Michigan	17	0.1729	73,124	0.54%	Arabic	86%	Hindi	7%	Urdu	3%
New Orleans	1	0.0075	3,190	0.05%	Arabic	73%	Hindi	16%	Persian	5%
Miami	2	0.0201	8,495	0.09%	Arabic	74%	Urdu	15%	Hindi	6%

DHL NCO based on Census Population of Languages Spoken at Home



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District Results – FY07 Goal of 200

	USN DHL	USN IIL	USN SHL	DOD IIL	DOD SHL
New England	3	6	3	47	4
New York	6	27	9	118	12
Jacksonville	2	3	3	56	3
Atlanta	1	1	2	21	1
Nashville	1	2	0	20	0
Raleigh	0	2	1	28	4
Richmond	5	6	3	53	7
Ohio	0	3	1	19	0
Philadelphia	2	1	2	26	6
Pittsburgh	2	6	0	28	0
Michigan	1	3	1	23	1
New Orleans	1	1	0	15	2



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DoD Heritage Languages – FY07 Goal of 200

FY07 DoD Heritage Language NCO										
	FY07 DHL NCO				Top 3 DoD Heritage Languages (DHL) for District					
	<u>DHL NCO</u>	<u>DHL Share</u>	DHL Population	% Of Total Pop	Language	% Of DHL Pop	Language	% Of DHL Pop	Language	% Of DHL Pop
Nation	200		836,910	0.33%	Arabic	38%	Hindi	17%	Indonesian	1%
East	101	0.5053	422,924	0.30%	Arabic	50%	Hindi	19%	Indonesian	0%
West	99	0.4947	413,986	0.36%	Arabic	25%	Hindi	16%	Indonesian	2%
	<u>Recommended NCO</u>									
Chicago	13	0.1340	55,464	0.42%	Urdu	38%	Arabic	38%	Hindi	18%
Denver	1	0.0089	3,680	0.05%	Arabic	57%	Persian	19%	Hindi	14%
Minneapolis	1	0.0142	5,889	0.05%	Arabic	45%	Hindi	16%	Tamil	8%
Phoenix	1	0.0093	3,845	0.06%	Arabic	61%	Hindi	17%	Persian	14%
Dallas	5	0.0500	20,684	0.22%	Urdu	28%	Arabic	27%	Persian	21%
Houston	7	0.0728	30,150	0.46%	Urdu	41%	Arabic	29%	Hindi	17%
Los Angeles	24	0.2452	101,505	0.78%	Indonesian	4%	Hindi	4%	Panjabi	3%
Portland	1	0.0096	3,980	0.08%	Persian	29%	Arabic	28%	Hindi	27%
San Francisco	30	0.3032	125,510	1.10%	Hindi	28%	Panjabi	27%	Persian	24%
Seattle	2	0.0179	7,420	0.11%	Persian	27%	Panjabi	23%	Arabic	22%
San Diego	11	0.1096	45,390	0.57%	Persian	58%	Arabic	33%	Hindi	4%
San Antonio	1	0.0093	3,845	0.07%	Arabic	33%	Hindi	28%	Urdu	23%
St. Louis	2	0.0160	6,624	0.06%	Arabic	52%	Hindi	15%	Urdu	14%

DHL NCO based on Census Population of Languages Spoken at Home



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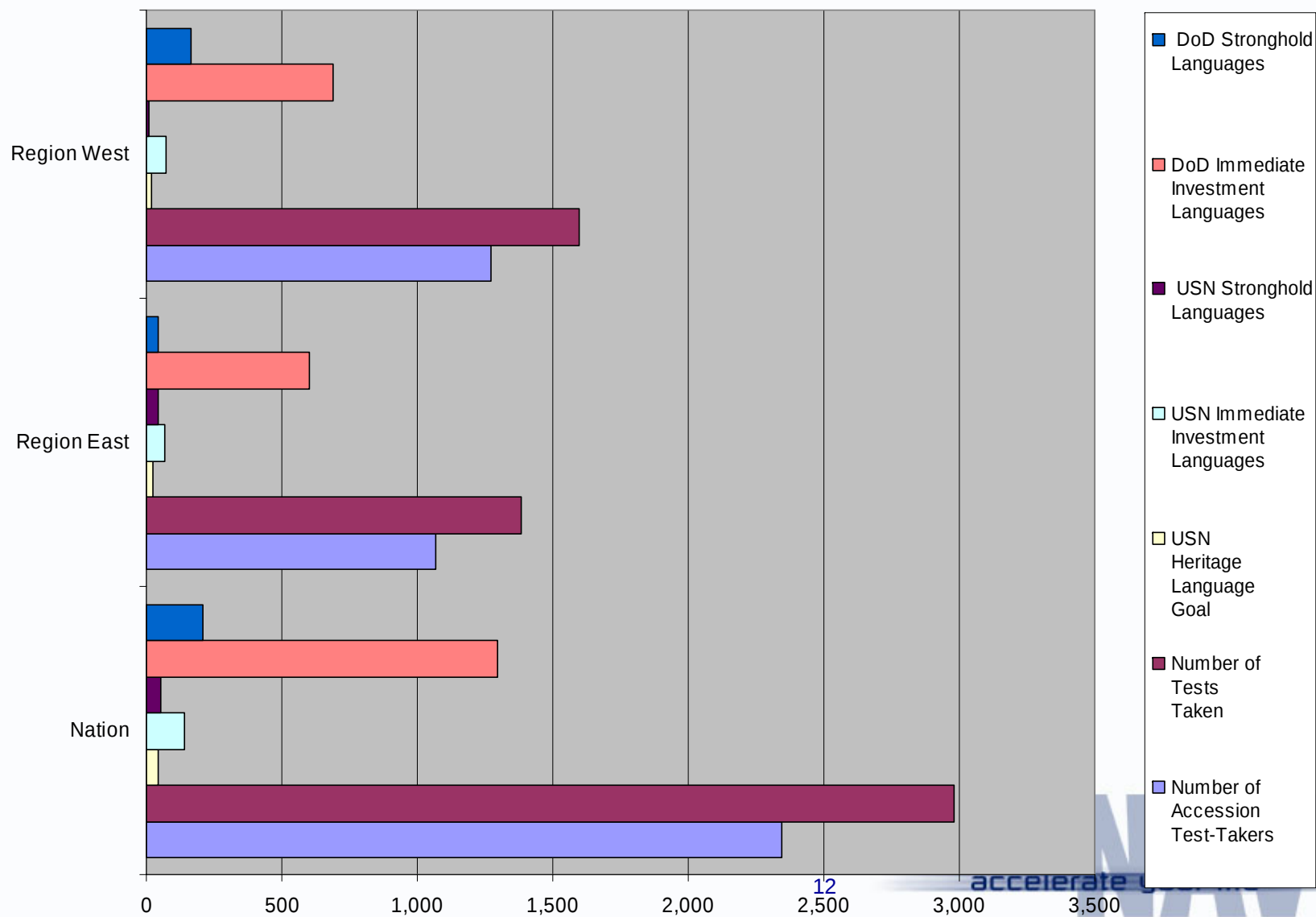
District Results – FY07 Goal of 200

	USN DHL	USN IIL	USN SHL	DOD IIL	DOD SHL
Chicago	1	3	0	37	3
Denver	1	2	0	30	0
Minneapolis	2	1	0	18	0
Phoenix	2	4	2	71	2
Dallas	1	3	0	37	5
Houston	0	4	1	38	7
Los Angeles	3	19	1	137	40
Portland	1	4	1	26	3
San Francisco	5	18	1	81	36
Seattle	0	2	0	17	2
San Diego	2	9	1	111	61
San Antonio	0	1	0	70	4
St. Louis	1	2	1	17	1



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National Accessions by Region





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Process Mechanism

- Member is identified by Recruiter as a heritage speaker, discuss language capability and begin screening process
- Member is taken to MEPS and begins entrance process.
- Classifier contacts CNRC and indicates that he has a member that may qualify for the program.
- Screen for possible Intel job. If not qualified for CTI or IS, the member should be classified as one of the needed ratings (GWOT). Review in-place incentives/special pays for consideration
- Cross check “language” against a Defense Language Proficiency Test (DLPT) available or if an Oral Proficiency Interview (OPI) is required.
- DLPT testing is done at the MEPS station and the test score will be entered into the individual's record if applicable. Scores of 2/2 are required for qualification.



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Process Mechanism

- Member may be eligible for a Enlistment Bonus for Language Proficiency - \$10,000 paid at completion of school.
 - Only certain ratings are eligible – Seabee's (Builders, Construction ratings, Equipment operators, etc.), Hospital Corpsman, Master at Arms, Religious Persons.
 - One year extension required.
 - Must have one of the Heritage Language capabilities
- Foreign Language Proficiency Bonus is a post-recruiting eligibility.
 - Its broader to include interagency requirements.
 - Can be "learned" while on active duty
 - Has different proficiency levels that EBLP.



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Process - ISSUES

- Funding for the testing
- Changes in the scope of the DLPT 5 tests
- Documentation for test completion to ensure proper payment
- Working with N13 for proper placement of an incentive bonus in comparison to the FLBP and FLPP.



Contact

Mr. Gary Ton 901-874-9322 (gary.ton@navy.mil)

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