



DEPARTMENT OF THE AIR FORCE
AIR FORCE CULTURE & LANGUAGE CENTER
MAXWELL AIR FORCE BASE

2 April 2025

MEMORANDUM FOR ACTIVE DUTY AIRMEN AND GUARDIANS

FROM: Air Force Culture and Language Center (AFCLC)
551 East Maxwell Blvd, Building 500
Maxwell AFB, AL 36112

SUBJECT: CY25 Language Enabled Airman Program (LEAP) Officer and Enlisted Selection Process

1. In accordance with DAFI 36-4005, the Air Force Culture and Language Center (AFCLC) “identifies, recruits, and recommends Airmen and Guardians for LEAP selection based on DAF requirements and provides careerlong development (Attachment 1)” on a voluntary basis through flexibly scheduled Language Intensive Training Events and eMentor online synchronous language courses. This effort supports the DAF’s enterprise-wide objective to “gain, sustain, and increase foreign language and dialect proficiency in areas of strategic interest” to strengthen ally and partner interoperability and develop adversary understanding.
2. Airmen and Guardians may be eligible to apply to LEAP via a Language-AFSC match reflected on the *CY25 Program Requirements Document (PRD) for LEAP* and/or the *DAF Strategic Language List* (Attachment 2). AFCLC has amended time-in-service eligibility criteria to identify and develop qualified service members earlier in their careers for careerlong development and utilization (Attachment 3). Eligible candidates may submit an online application during the period of 5 May through 18 July 2025. Application packages must conform to all requirements and must be submitted on time.
3. The CY25 officer and enlisted selection boards are scheduled for 19-22 August 2025. Recommended selection to LEAP will be based on the applicant’s job performance, academic history, existing language proficiency, intercultural knowledge and cross-cultural experience, the potential to achieve higher levels of language proficiency, and DAF language requirements. Candidates and their commanders will be notified of the results approximately 75 days after the board concludes.
4. Please view <https://www.dvidshub.net/video/888146/afclc-leap-2023> or visit the AFCLC site at <https://www.airuniversity.af.edu/AFCLC/> for more information. Send inquiries or concerns to afclc.leap.selection@us.af.mil.

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4 Attachments

1. Benefits of LEAP
2. DAF Strategic Language List and Targeted Language-AFSC Matches
3. Eligibility Criteria and Application Instructions
4. Frequently Asked Questions

Attachment 1

Benefits of LEAP

#1 - Language, Regional Expertise and Culture Skill Development

LEAP develops and sustains language and cross-cultural skills via two primary means:

eMentor: Online synchronous language courses (targeting growth in all four modalities: listening, speaking, reading, and writing) that explore culturally relevant topics, are scheduled on days/times that work with your schedule, and are taught by gifted and engaging native-level language instructors.

Language Intensive Training Events (LITEs): Periodic temporary duty (TDY) immersions, averaging 30 days, involving classroom learning with other service members (often in a target language country) and/or via Department of Defense-sponsored bilateral and international exercises, conferences, or mobile training team events.

The AFCLC provides flexible scheduling for all courses and events, working around the LEAP scholar's schedule, training, and mission needs. The AFCLC understands that career field requirements and technical training take priority.

#2 – Rewarding Assignments and TDYs

Through LEAP, the AFCLC connects service members to language-designated opportunities and events. Being part of LEAP distinguishes the service member within a career field and opens doors to:

- Serving as a [Foreign Area Officer](#) as a Major through Colonel at various assignments, including U.S. embassies (USAF).
- Serving as a Regional Space Advisor (RSA) (USSF).
- Serving as an enlisted international affairs specialist.
- Supporting air advisory and security cooperation missions worldwide.
- Providing medical advisement and assistance through the [International Health Specialist](#) program.
- Serving as an [Air Force Office of Special Investigations](#) (AFOSI) agent.
- Teaching at an international school such as the [Inter-American Air Forces Academy](#) (IAAFA).
- Participating in a Military Personnel Exchange Program (MPEP).
- Participating in the Language, Regional Expertise, and Culture Symposium at Air University.

For examples of how Airmen and Guardians have contributed to air and space missions through LEAP, see spotlight stories at <https://www.airuniversity.af.edu/AFCLC/LEAP-Spotlights/>

#3 –LEAP Special Experience Identifier (SEI)

LEAP scholars who attain the required level of proficiency and experience are awarded the LEAP Special Experience Identifier (SEI), which force managers use to identify qualified service members for assignments and other opportunities. In addition, the LEAP SEI is used to qualify members for Foreign Language Proficiency Bonus (FLPB) pay. For more information, see [DAFI 36-4005](#).

Attachment 2

DAF Strategic Language List and Targeted Language-AFSC Matches

Airmen and Guardians who meet eligibility criteria in Attachment 3 may qualify under languages specified on the DAF Strategic Language List, dated 7 Nov 23:

Arabic (Modern Standard)	Korean
Bengali	Norwegian
Chinese (Mandarin, Cantonese)	Persian-Iranian
Danish	Polish
Finnish	Portuguese (Brazilian, European)
French	Pashto
German	Romanian
Greek	Russian
Hebrew	Spanish
Hindi	Tagalog
Indonesian	Thai
Italian	Turkish
Japanese	Ukrainian
	Vietnamese

Airmen who meet eligibility criteria in Attachment 3 may qualify under Language-AFSC matches specified in the PRD, dated 27 Jan 25

LANGUAGE	AFSCs
Amharic	3F1X1
Arabic Modern Standard	11GX, 16PX, 1A1X2H, 1N4X2, 3F1X1, 71SX
Arabic Classical	44BX, 46NX
Arabic Gulf	1N4X1A
Arabic Syrian	7S0X1
Bengali	18GX, 47GXA
Bulgarian	44OX
Cambodian	47GXA
Chinese Cantonese	48RX
Chinese Mandarin	11FXY, 11GX, 1A1X2F, 1Z1X1, 1Z2X1, 42GXP, 43HX, 44FX, 44KX, 44OX, 4A0X1
French	11GX, 14FX, 15AX, 1A192C, 2A5X1, 3F1X1, 3F5X1, 42GXP, 43BX, 43HX, 44BX, 44FX, 44MXH, 44OX, 46NX, 48RX, 4N0X1, 4N0X1C, 62EX, 7S0X1
Georgian	1N4X2
German	1N7X1, 43BX, 44OX, 51JX, 7S0X1
Greek	51JX
Hindi	47GXA, 4A0X1
Hungarian	2A5X1, 63AX
Ibo	46NX
Indonesian	14NX, 1D7X1W, 1N0X1, 1Z1X1, 1Z2X1, 3F2X1
Italian	31PX, 3P0X1, 44OX

LANGUAGE	AFSCs
Japanese	11FXY, 11GX, 12BXY, 3F5X1, 43EXA, 43HX, 44KX, 46NX, 48RX, 4A0X1, 7S0X1
Korean	11GX, 16GX, 16PX, 18SXY, 1N7X1, 1Z1X1, 1Z2X1, 21RX, 32EX, 41AX, 43EXA, 44KX, 46NX, 51JX
Lao	41AX
Macedonian	41AX
Malay	48RX, 4A0X1
Mongolian	46NX
Persian-Iranian	1A1X2F
Portuguese Brazilian	18G, 1N7X1, 21RX, 1Z1X1, 2A5X1, 41AX, 44MXH, 46FX, 46NX, 48AX, 48RX, 4A0X1, 4A1X1, 4E0X1, 4N0X1, 62EXG, 71SX, 7S0X1
Portuguese European	1D7X1Q, 44BX
Pashto	1N4X2
Romanian	12SXY, 14NX
Russian	17DXY, 1N1X1A, 1N7X1, 41AX, 44OX, 46NX
Slovenian	41AX
Spanish	11GX, 12GX, 12SXJ, 17SXY, 18GX, 19ZXA, 1N7X1, 1Z291, 1Z2X1, 2A5X2B, 2G000, 32EX, 3F3X1, 3F591, 3N0X6, 43BX, 44BX, 44MXH, 44OX, 48AX, 5R091, 62EXA
Swahili	11MXJ, 21RX, 43BX, 46NX
Tagalog	11MXS, 14NX, 1D7X1W, 1N0X1, 1Z1X1, 1Z2X1, 41AX, 48RX, 6C0X1
Thai	11FXY, 14NX, 1D7X1W, 1N0X1, 1Z1X1, 1Z2X1, 41AX, 48RX, 6C0X1
Turkish	11FXY, 11MXS, 11MXY, 1B4X1, 32EX, 38FX, 51JX, 71SX
Vietnamese Hanoi	1D7X1Q, 48RX
Vietnamese Saigon	46NX, 4A0X1

Attachment 3

Eligibility Criteria and Application Instructions

Eligibility Factors	Enlisted	Officers
Components	Regular Air Force and Space Force only	
Ranks	SrA through MSgt Spc4 through MSgt	2d Lt through Major
Minimum Time in Service (TIS)	No minimum TIS required	N/A
Maximum TIS or Commissioned Service	12 years Total Active Federal Military Service as of 19 August 2025	12 years Total Active Federal Commissioned Service as of 19 August 2025
Remaining TIS	Applicants must not have a pending separation or retirement	Applicants must not have a pending separation or retirement
Technical Training	Completion of 5-Skill Level and Career Field Education and Training Plan (CFETP) requirements	N/A
AFSC Exclusions	1N3 and 1A8X1 career fields	16F/16Z Foreign Area Officers

Application Site:

Applying through the Language Enabled Development Resource (LEaDeR) will require the use of a Common Access Card (CAC) and Air Force (AF) Portal account. Applicants who need to create or update their AF Portal account will be redirected to the AF Portal upon initial access attempt. An application submitted via LEaDeR at <https://leader.cce.af.mil> with the following is required:

- a. Responses to five questions (200 words maximum per question including spaces and punctuation) that address one's LREC skill development and their plan for further development and utilization of those skills in support of Air and/or Space Force missions.
- b. Single Unit Retrieval Format (SURF). Members must provide a Consolidated SURF. This can be retrieved from the Assignment Management System (AMS). Conversely the Career Data Brief, located in virtual Military Personnel Flight (vMPF) will not be accepted.
- c. Defense Language Proficiency Test (DLPT) and Oral Proficiency Interview (OPI) score reports from an installation testing center. The DLPT is the benchmark for measuring language proficiency and can be taken at a nearby Military Entrance Processing Station (MEPS) or nearest military installation testing center. The SURF and computer-based Oral Proficiency Interview – Computer (OPIc) will not be accepted as replacements for the DLPT and OPI score sheets respectively.
 1. If listening and/or reading tests are available for a given language, applicants must provide scores for both. If listening and/or reading tests are not available for a given language, applicants must provide OPI scores. Submission of OPI scores is highly encouraged for all languages.
 2. All Arabic language applicants must provide test scores for Modern Standard Arabic (MSA). Applicants are also highly encouraged to provide test scores in an Arabic dialect.

3. For purposes of the 2025 Board, the latest DLPT/OPI scores submitted must have been certified on or after 19 August 2023.
4. DLPT/OPI scores of 1 or higher in two modalities are required. Exceptions: Scores of 1+ or higher in two modalities are required for the following languages only:

Danish	Italian	Romanian
French	Malay	Spanish
German	Norwegian	Swahili
Indonesian	Portuguese Brazilian/European	

d. Three most recent, signed Performance Reports, Training Reports or combination of. If Airmen or Guardians do not meet the minimum performance report requirements, the applicant may still submit as long as the member provides the performance reports on file as reflected in the SURF.

e. College transcripts listing all courses taken and the associated grade for each course (unofficial post-secondary copies are acceptable). If an officer or enlisted member has degrees listed on their SURF, they must provide the transcripts for those degrees. Certificates from foreign language schools are optional.

f. Commander endorsement. The unit commander, director, or civilian equivalent for each applicant must complete an endorsement form, which assesses the applicant's professional qualities, standing among peers, academic record, leadership qualities, and potential for future growth and development through LEAP. The narrative block is limited to 500 characters to include spaces and punctuation.

g. Supervisor endorsement. The immediate supervisor (if different from the commander) of each applicant must complete an endorsement form, which assesses the applicant's professional qualities, standing among peers, academic record, leadership qualities, and potential for future growth and development through LEAP. The narrative block is limited to 500 characters to include spaces and punctuation.

When applying, you will be required to provide your commander's and supervisor's e-mail. If a Permanent Change of Station (PCS) assignment is expected for either applicant or commander/supervisor and the applicant has already submitted the application, the member must contact the AFCLC Selection Manager at afclc.leap.selection@us.af.mil with the gaining commander's/supervisor's e-mail. Once provided, the Selection Manager will update the e-mail for future selection/non-selection notifications.

NOTE: Sideways or upside-down documents that are submitted will render an application ineligible. Applicants are strongly advised to review the contents of the application before submitting.

Attachment 4

Frequently Asked Questions (FAQ)

SECTION I – Program Overview

Q: Who manages LEAP?

A: The AFCLC manages LEAP for the United States Air Force and United States Space Force, to include tracking administrative records, executing training, and performing other related tasks. The AFCLC is organized under Air University, located at Maxwell AFB, Alabama.

Q: How and why did LEAP originate?

A: In 2005, the Office of the Secretary of Defense released the Defense Language Transformation Roadmap, which charged the services develop language-capable service members. In 2009, the Air Force Senior Language Authority (SLA) directed AFCLC to initiate LEAP, a career-spanning program to develop a cadre of Airmen across most specialties with working-level foreign language proficiency and cross-cultural competency. In FY13, LEAP was designated a Program of Record.

SECTION II - Application

Q: What questions are asked in the LEAP application?

A: Applicants are required to address the following:

- From your experience, what activities have been most effective in developing and/or sustaining your foreign language skills?
- Provide examples from your experiences that demonstrate your understanding of cross-cultural competence.
- Describe your SMART short-term (2-4 year) and long-term (5-10 year) goals for developing your language, regional expertise, and culture (LREC) skills.
- Describe your SMART short-term (2-4 year) and long-term (5-10 year) goals for using your LREC skills to apply air and space power.
- Please identify experiences using your foreign language(s) in locations outside the United States.

Q: What should I address in my application comments?

A: When writing your narrative, address how you have developed your LREC skills and how you intend to further develop and utilize those skills in the future in support of air or space missions. Give examples that demonstrate your use of language and cultural knowledge on an ongoing basis. Explain your motivation for enhancing your language skills, intercultural knowledge, and cross-cultural competency. Give examples of how you think understanding other nations' languages and cultures might contribute to mission success. Finally, communicate how you see your language(s) and cultural knowledge being a value-added resource to the Air or Space Force.

Q: How important are the application documents?

A: Very important. The application package is the basis on which the board will determine an individual's candidacy. Consequently, attention to detail and compliance with directions are critically important. Both qualities reflect the kind of applicant who will excel in LEAP. Board members have limited time to evaluate a candidate; errors will lead to ineligibility or lower scores.

Q: What should my leadership consider when writing my endorsement?

A: A quality endorsement (push note) highlights the applicant's professional qualities, standing among peers, academic record, leadership qualities, and potential for future growth and development through LEAP. The endorsement (narrative block) is limited to 500 characters (including spaces and punctuation). Applicants are encouraged to discuss their reasons for wanting to participate in LEAP with their commander and supervisor. Some commanders and supervisors may not be fully aware how LEAP can further careers and support air and space missions. They also may not be fully aware of the importance of their endorsement in determining the applicant's board score.

Q: Do I have to take the DLPT/OPI to apply to the program?

A: Yes. Applicants must possess Defense Language Proficiency Test (DLPT) and/or Oral Proficiency Interview (OPI) scores that address at least two modalities (listening, reading, and or speaking). For purposes of the 2025 Board, the latest DLPT/OPI scores submitted must have been certified on or after 19 August 2023. If Listening and Reading tests are available for a given language, applicants must provide scores for both. If Listening and/or Reading tests are unavailable for a given language under the DLPT, applicants must provide an additional OPI score to fulfill the 2 out of 3 modality requirement.

Q: Why are minimum DLPT/OPI scores established?

A: Data has shown that Airmen or Guardians who enter LEAP with a DLPT/OPI at the 1 level or higher have a greater chance of success in reaching a 2 or higher proficiency level in accordance with Air and Space Force requirements. Therefore, a score of 1 or higher in two modalities is required for most languages, and a 1+ or higher in two modalities is required for Afrikaans, Danish, Dutch, French, German, Haitian Creole, Indonesian, Italian, Malay, Norwegian, Portuguese, Romanian, Spanish, Swahili, and Swedish.

Q: How many times may I apply for LEAP?

A: Qualified individuals may apply more than once, providing they meet the program requirements. The AFCLC also holds an annual cadet board for eligible AFROTC and USAFA cadets.

Q: Will the AFCLC consider any of the following:

- Waiver of eligibility requirements
- Extensions or submission of application documents after the deadline
- Revision of endorsements after the deadline
- Post-deadline edits to an application
- Appeals to the board's decision

A: No. The AFCLC will not consider any requests.

Q: Should I submit scores in multiple languages?

A: Applicants are encouraged to take the DLPT/OPI and submit scores in multiple languages, which may help the AFCLC align their language abilities with more than one requirement.

Q: Can I apply to the program if I haven't received a performance report/brief?

A: Yes. Applicants are required to submit the most recent three performance reports in their records. It is understood that some applicants may not have received performance reports due to their limited TIS. For these specific instances, applicants must provide what they can. If applicants have Training Reports or prior service performance reports to validate and support their job or academic performance, they should provide them with the application.

SECTION III - Selection

Q: Who reviews LEAP applications?

A: AFCLC staff members review applications to determine compliance with program guidance. The LEAP Selection Board consists of leaders representing a cross-section of LREC specialist, policy, and force management communities. Board members review applicant packages and assign a score based on their assessment of the applicant's attitude, aptitude, and performance record.

Q: How does the DAF determine how many LEAP Scholars are selected per year?

A: The AFCLC recruits, selects, and on-boards scholars with the objective of building and sustaining an inventory "up to a max of 4,000" LEAP Scholars. The CY25 PRD identifies, "Selections should account for AFCLC's calculated average annual attrition rate. Development and sustainment of Scholars contributes to fill rates for identified Unit Manning Document Language Designated Position requirements in 39 languages across 110 Air Force specialties."

Q: How are applicants selected for LEAP?

A: The AFCLC develops an order of merit list based on each individual's board scores and potential to fill future language requirements, including Language-Designated Positions and languages on the Department of the Air Force Strategic Language List (SLL). The AFCLC assigns each LEAP Scholar a "Selected" or Control Language (CLANG) based on the individual's documented proficiencies and service needs. The DAF SLA is the approval authority for LEAP Selection Board results.

Q: If my language/AFSC is reflected on Attachment 3 as per the AF/A1D PRD, will I automatically be selected?

A: No. Those who match criteria in Attachment 3 will be recommended if they are qualified.

Q: If my language/AFSC is not reflected on Attachment 3 as per the AF/A1D PRD or on the DAF SLL, am I excluded from consideration?

A: Yes. Per HAF/A1DG, to enhance the DAF LDP qualified fill rate, the selection board will prioritize applicants who align with the PRD criteria (targeted languages/AFSCs) and/or with languages that appear on the DAF Strategic Language List.

Q: If I am accepted to LEAP for one of my languages, may I train later in another language?

A: The AFCLC will consider cross-training LEAP scholars in a second CLANG.

SECTION IV – LEAP Commitment

Q: Are Air Force Reserve Command (AFRC) and Air National Guard (ANG) members eligible to participate in LEAP?

A: Selection to LEAP is currently limited to Air National Guard members from intelligence fields. However, Regular Air Force LEAP scholars who later transition to the AFRC or ANG may participate in LEAP (eMentor courses space available) and AFRC Foreign Area Officers may participate in eMentor courses.

Q: If selected, will the applicant be reassigned or deployed?

A: The AFCLC does not determine or have any involvement in selecting members for assignments or deployments. However, LEAP Scholars may be identified by force managers based on the award of the LEAP Special Experience Identifier (SEI). The LEAP SEI identifies Airmen and Guardians in the Air Force personnel system for filling language-designated positions via assignments, deployments and TDYs.

Q: What time commitment is expected of a LEAP scholar?

A: LEAP is a volunteer program that occurs outside of normal duty requirements. Airmen and Guardians are expected to complete online eMentor courses a minimum of every 2-4 years, depending on their proficiency level. Courses are delivered in 40-hour and 12-hour modules, with four hours of class every week. In addition, the AFCLC offers Language Intensive Training Events (LITEs), averaging 30 days, to Airmen and Guardians who qualify. To participate in a LITE, a LEAP Scholar must first obtain their commander's approval.