

2022 Language Enabled Airman Program (LEAP) Application and Selection Process

Applicable to: All Airmen and Guardians

MPFs: No action required, as this is an online process, except to advise Airmen/Guardians

The purpose of this article is to inform General Purpose active-duty Airmen and Guardians and their commanders of the 2022 LEAP Officer and Enlisted selection process. Eligible candidates may apply during the period of 2 May 2022 thru 15 July 2022. Applications must conform to all requirements and must be submitted on time. This includes submission of the results of a Defense Language Proficiency Test (DLPT) and/or Oral Proficiency Interview (OPI), which often takes several months to schedule at a Department of Defense testing facility. The enlisted selection board will take place 16-17 August 2022, and the officer selection board will take place 18-19 August 2022. Candidates and their Commanders will be notified of the results approximately 60 days after the board convenes.

LEAP is an AFCLC program that deliberately develops language-enabled, cross-culturally competent service members across General Purpose Force specialties to enhance the application of Air and Space power through strengthened partnerships, interoperability, and adversary understanding. The AFCLC selects willing and able LEAP Scholars, develops and sustains their Language Regional Expertise and Culture (LREC) skills over the course of a career and postures them for utilization in assignments, contingencies, and deployments. LEAP provides Airmen and Guardians with the education and training required to reach desired proficiency levels and utilize their skills with little time away from their units and positions.

Development

LEAP develops and sustains language and cross-cultural skills through periodic courses. eMentor Courses are online synchronous language courses taught by native-level instructors. Language Intensive Training Events (LITEs) are periodic temporary duty immersions averaging 30 days, involving classroom learning (often in a target language country) with other service members 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, working around the LEAP Scholar's training availability and mission needs.

Utilization

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

- Serving as a Foreign Area Officer
- Supporting mobility advisory and security cooperation missions
- Providing medical assistance through the International Health Specialist program
- Serving as an Air Force Office of Special Investigations agent
- Teaching at schools such as the Inter-American Air Forces Academy, Inter-European Air Forces Academy and United States Air Force Academy
- Participating in a Military Personnel Exchange Program
- Serving in other Language Designated Positions

Special Experience Identifier (SEI)

LEAP Scholars who attain the required level of proficiency and experience are awarded the LEAP SEI, which is used by force managers to identify qualified service members for assignments and other opportunities. In addition, the LEAP SEI is used to qualify LEAP Scholars for Foreign Language Proficiency Bonus pay. For more information, see AFI 36-4005.

Eligibility

Eligibility Criteria	Enlisted	Officers
Components	Regular Air Force (RegAF) and Space Force	Regular Air Force (RegAF) and Space Force
Ranks	SrA thru CMSgt Sp4 thru CMSgt	All ranks
Minimum Time in Service (TIS)	4 years as of 16 August 2022	No minimum TIS
Maximum TIS or Commissioned Service	Applicants who have more than 16 years TIS as of 16 August 2022 will be considered on a case-by-case basis	Applicants who have more than 16 years commissioned service as of 18 August 2022 will be considered on a case-by-case basis
Remaining TIS	Applicants must indicate their intent to remain in the service	Applicants must indicate their intent to remain in the

	for an additional two years or more	service for an additional two years or more
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 and 16Z – Foreign Area Officers

Application

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.sso.cce.af.mil> with the following is required:

- a. Responses to four questions (200 words maximum) 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 missions
- b. Single Unit Retrieval Format (SURF)
- c. DLPT and/or OPI score report. *The following guidelines have been updated for 2022, so applicants are advised to read carefully:*
 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 2022 Board, scores of 3 or higher must have been certified on or after 16 July 2019. Scores of 2+ or lower must have been certified on or after 16 July 2020.
 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:

Afrikaans	Haitian Creole	Portuguese Brazilian/European
Danish	Indonesian	Romanian

Dutch	Italian	Spanish
French	Malay	Swahili
German	Norwegian	Swedish

d. Three most recent, signed/finalized Performance Reports (OPR/EPR), Training Reports or combination. **To ensure reports are accessible in LEaDeR, applicants MUST print, then scan their Performance Reports into one new PDF document.** Otherwise, certain versions of Adobe and/or certain web browsers may prevent board members from successfully accessing the reports through LEaDeR and the application will be rendered ineligible.

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. An endorsement submitted through the online application site from one's unit Commander or Director is mandatory. Endorsements by a supervisor are optional but highly encouraged for all applicants. 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.

NOTE: All applications that contain unreadable or incorrectly aligned (sideways or upside down) documents will be marked "ineligible" for consideration.

Selection Process

The annual selection target for officers, enlisted, and cadets is 400 LEAP Scholars based on Air Force Senior Language Authority (SLA) guidance. The LEAP Selection Board consists of leaders who represent 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 record of performance. The AFCLC develops an order of merit list based on each individual's board score and potential to fill future language requirements, including Language-Designated Positions and low-density languages on 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 SLA is the approval authority for LEAP Selection Board results.

Additional Guidance

For more information on LEAP, please visit the AFCLC's YouTube channel and Facebook page. Additionally, please contact the AFCLC at afclc.leap.selection@us.af.mil or reference the website at <https://www.airuniversity.af.edu/AFCLC/>.