



FACT SHEET

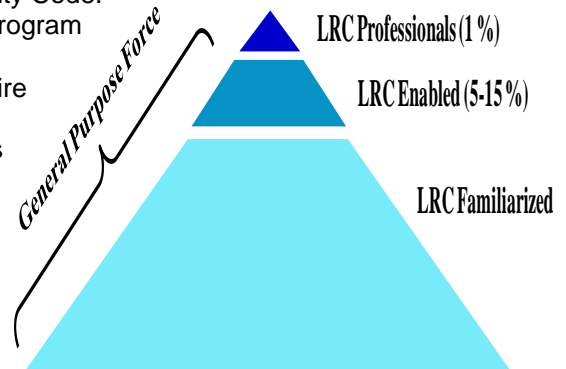
U.S. Air Force Fact Sheet

LANGUAGE, REGION AND CULTURE FORCE DEVELOPMENT

The Air Force is engaged in a long-term effort to develop Airmen with cross-cultural competence, or 3C. 3C is the ability to quickly and accurately comprehend a culturally-complex environment, and then appropriately and effectively act to achieve the desired effect. Language, region and cultural learning are the inputs required for 3C.

Developing 3C entails career-long learning. In the Air Force, this is anchored in Professional Military Education and honed by Expeditionary Skills Training. A tiered system guides LRC force development effort:

- **LRC Professionals:** A small number of Airmen are in the professional tier. They require advanced LRC abilities to be successful in their Air Force Specialty Code. This includes Airmen in the Regional Area Specialist program and Cryptolinguist Linguists.
- **LRC-Enabled Airmen:** A larger number of Airmen require enhanced, working-level LRC abilities for specific assignments or to meet surge requirements. Examples include those in the International Health Specialist program and participants in the Language Enabled Airman Program.
- **LRC-Familiarized Airmen:** All other Airmen are in the Familiarized tier. They receive basic LRC instruction through PME and EST.



The Air Force has provided ample guidance for LRC force development, including:

- Air Force Policy Directive 36-26, Total Force Development (August 2008), which includes “global, regional and cultural awareness” as part of the Institutional Competency List.
- The Air Force Region, Culture and Language Flight Plan (April 2009), which specifies Air Force LRC force development objectives and allocates responsibilities for LRC force development.
- Air Force Policy Directive 36-40 (October 2012) establishes the AF LRC Program and Air Force Instruction 36-4001 (in coordination) will guide implementation.
- Air Education and Training Command, as Lead Command for LRC, is developing a Learning Strategy and Master Plan for the General Purpose Force AF, per AFPD 36-40.

Force development for LRC professionals is their functional communities’ responsibility. For all other Airmen, LRC force development oversight rests with the Air Force LRC Program Manager, Headquarters Air Force Language, Region and Culture Program Office (also the Air Force Senior Language Authority). An Executive Steering Committee of senior Air Force and Department of Defense subject matter experts advises the LRC Program Manager. An Action Panel and Working Groups, made up of representatives from Air Force and the Department of Defense agencies with LRC force development programs, recommend decisions to the ESC. Current working groups address requirements, force development and guidance.

The Air Force assesses LRC force development in three ways:

- Individual student LRC capability as the result of training/education interventions;
- Effectiveness of programs designed to enhance LRC capability; and
- Airmen’s effectiveness in applying LRC skills to operational tasks.

For more information, see culture.af.mil, e-mail afclc.outreach@us.af.mil or call 334-953-7729.