

US Army Special Forces (SF) personnel train to develop organic language, regional expertise and culture (LREC) capability to meet LREC mission requirements. The Foreign Language Proficiency Bonus (FLPB) program is designed to create foreign language capability at the organizational level by influencing individual motivation to learn foreign language and to demonstrate their learning via officially recognized foreign language proficiency assessments (e.g., DLPT and OPI).

As part of their mission, the Special Operations Forces Language Office (SOFLO) sponsored a study to investigate the efficacy and impact of changes to the FLPB policy for SOF operators, including SF.

This study focuses on two primary changes to the Army's FLPB and language and testing policy:

(1) Investigating the eligibility criteria for FLPB payment lowered from ILR level 2/2 to ILR level 1/1 and

(2) Investigating the OPI as an explicitly accepted verification test for FLPB payment. In addition to the empirical analysis of archival FLPB and language proficiency data spanning 17 years (1998-2015), interviews with leaders and operators, and surveys were all used to provide a full picture of the effectiveness of the FLPB program.