



DEPARTMENTS OF THE ARMY AND THE AIR FORCE  
NATIONAL GUARD BUREAU  
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ARLINGTON, VA 22202-3231

NGB-ARH

04 JAN 2007

MEMORANDUM FOR The Military Personnel Management Officers of All States, Puerto Rico, the Virgin Islands and the District of Columbia

SUBJECT: Army National Guard (ARNG) Foreign Language Recruiting Initiative (FLRI) National Implementation Guidance (NGB-ARH Policy memo # 07-001)

1 References:

a. Army Regulation 601-210, Regular Army and Army Reserve Enlistment Program (with operational changes), dated 16 May 2005.

b. USAREC Messages 05-017 and 05-201 Rescinded.

c. Operation Order 4-0023, Foreign Language Recruiting Initiative (FLRI), dated 9 February 2004.

d. USAREC Regulation 601-96, Guidance Counselor Procedures, dated 15 September 2006.

e. USD P&R memorandum, Recruiting Non-Native English Speaking Soldiers into the Army, dated 24 October 2006. (attachment 1)

2. This message is effective from the date of the message until incorporated in the ARNG Enlistment Criteria Memorandum.

3. Starting 7 January 2002, a pilot test/program called the FLRI was placed in five USAREC battalions and the Puerto Rico ARNG, and focused exclusively on applicants whose primary language was Spanish. The two-year pilot test ended on 31 December 2003 with measurable success. The program has continued to prosper and evolve since its inception.

4. Effective immediately the FLRI has now been implemented nationwide to cover all ARNG Recruiting & Retention Commands. In order to fully maximize the FLRI and its utility to the ARNG, it will be open to anyone for whom English is a second language. Previous FLRI qualifications have changed. The Spanish Wonderlic Personnel Test (SWPT) has been removed from the qualifications for the FLRI and has been replaced with the Assembling Objects (AO) subtest score. Individuals must score a minimum of 54 on the subtest. The AO is already tested during normal Computerized Adaptive Test

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(CAT) Armed Services Vocational Aptitude Battery (ASVAB) and requires no additional special tests. If the individual took the SASVAB (school version) they must retest at the MEPS utilizing the CAT ASVAB.

5. All FLRI enlistments are only authorized in the first two quarters of the fiscal year. This is to allow enough time for the FLRI candidate to complete English language training and retest on the Armed Forces Classification Test (AFCT), authorized by reference 1e, to minimize the impact of CAT IV enlistments within a fiscal year on other programs. Paragraph 7 below outlines procedures for retesting applicants. The number and percentage of CAT IV enlistments is derived from the total number of non-prior service enlistments at the end of the fiscal year. The Army National Guard will not exceed 4% cap on CAT IV enlistments for all ARNG programs.

6. The FLRI falls under Program 9A, U.S. Army Training Enlistment Program REQUEST Option 6, English Comprehension Enlistment Option (ECEO), Surrogate MOS 09C1L00YY (Language Trainee). This program is available to ARNG enlistees. Individuals enlisting in the FLRI program will be assigned to the State JFHQ in an excess position until completion of English as a Second Language (ESL) training, retesting, and renegotiation of MOS and unit. The following criteria must be met prior to enlistment:

a. Basic eligibility requirements IAW the FY Enlistment Criteria Memorandum, Chapter 2, with the following additional criteria:

1) Be a high school diploma graduate.

(2) Be a non-prior service.

(3) Attain an Armed Forces Qualification Test (AFQT) score of 21-30 on the ASVAB with a qualifying line score of 54 in the AO subtest. Applicants with a 31 AFQT or higher will be enlisted for any program they qualify for, to include those applicants required to attend the English Training Program.

b. FLRI applicants must be tested at the Military Entrance Processing Station (MEPS) only. Mobile Examination Test (MET) Sites are not set up to administer the CAT ASVAB.

c. Take the English Comprehension Language Test (ECLT) or American Language Course Placement Test (ALCPT) at the MEPS and score between 40 and 74.

7. The MEPS Guidance Counselors (GC) must inform FLRI applicants of the following pertinent information:

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- a. Soldier will not initially be guaranteed training in any specific MOS/CMF.
  - b. Soldier will not initially be guaranteed an assignment to any specific station, unit, command or area.
  - c. ARNG Soldiers will be required to attend the ESL Program at one of two locations (Fort Allen, PR or Lackland AFB, TX) for up to 30 weeks based on current ECLT score:
    - (1) Applicants with a primary language of Spanish will in-process and attend ESL at Fort Allen, PR. The Senior Guidance Counselor (SGC) will ensure all FLRI applicants accessing under the FLRI option reflects reception battalion of Fort Allen, PR.
    - (2) Applicants with a primary language other than Spanish will in-process at Fort Sill, OK, prior to attending ESL at Lackland AFB, TX. The Senior Guidance Counselor (SGC) will ensure all FLRI applicants accessing under the FLRI option reflects reception battalion of Fort Sill, OK.
  - d. Soldier will be administered the ECLT or the ALCPT upon completion of ESL Program. Soldiers scoring 75 or greater, will be required to take the Armed Forces Classification Test (AFCT). If the Soldier fails to attain the required score of 75 or better on the ECLT, the individual will be separated from the Army National Guard as an entry level separation, regardless of AFQT and aptitude area scores. Telephonic waivers to this rule will be reviewed on a case-by-case basis by NGB-ASM (Recruiting Operation Center (ROC)) for Soldiers scoring between 70 – 74.
  - e. The resulting scores from the AFCT test will become the scores of record from which qualifications for training and enlistment programs will be determined. If an AFCT of at least 21 is not obtained with at least one qualifying aptitude area score, the soldier will be assigned an MOS and enlistment program based upon their initial ASVAB scores.
  - f. If neither the AFCT test nor the initial ASVAB scores qualify the soldier for an MOS and enlistment program, the soldier will be separated from the Army National Guard.
8. Renegotiations will be sent through the respective State Initial Entry Training Manager to NGB-ASM (ROC) for consideration.
9. Applicants who test positive on a drug or alcohol screening test are not authorized to process for the FLRI program.

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10. There is no cap on the number of FLRI enlistments during period authorized in paragraph 5, above.

11. Soldiers discharged from the FLRI program will be required to meet all enlistment standards outlined in the current ECM prior to applying for re-enlistment in the ARNG. They will not be authorized to re-enter the FLRI program and will enlist as a Glossary Non-Prior Service Soldier.

12. Points of contact for this policy are:

a. NGB-ASM: CSM Michael Collins at 703-607-5831, DSN: 327-5831 or michael.collins@us.army.mil.

b. NGB-ARH: MSG Donald Kiefer at 703-607-3401, DSN: 327-3401 or donald.kiefer@us.army.mil.

  
TAMMY L. MIRACLE  
COL, GS  
Chief, Personnel Policy  
and Readiness Division

Encl  
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Attachment 1



PERSONNEL AND

UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, DC 20301-4000

OCT 24 2006

MEMORANDUM FOR PRINCIPAL DEPUTY ASSISTANT SECRETARY OF ARMY  
(MANPOWER AND RESERVE AFFAIRS)

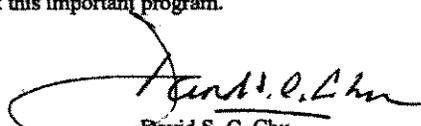
SUBJECT: Recruiting Non-Native English Speaking Soldiers into the Army

The Army's Foreign Language Recruiting Initiative (FLRI) is an innovative program and I commend the work of all involved in bringing that concept to an operational test. Testing the feasibility of expanding the program from one that would benefit only Spanish-speaking recruits to a program for any non-native English speaking recruit is commendable and timely.

The Armed Forces Qualification Test (AFQT) withstands the test of time and is a fair test of trainability, regardless of the race, ethnicity, or gender of the military recruit. Although it may be argued that the AFQT is not the most appropriate measure of "true ability" for non-English speaking individuals, the AFQT is a proven measure of training performance in the military environment – the purpose for which it was designed. The FLRI program, designed to improve the English language skills of non-native speakers, will open doors for many people precisely because it will increase their ability to benefit from military training.

I concur with the Army's request to begin recruiting non-prior service FLRI participants into all Army components. However, I do not concur with the Army's request to count FLRI participants outside the recruit quality benchmarks. The problem of reaching Army AFQT Category IV limits can be addressed by reporting revised AFQT scores and quality numbers once recruits have completed English language training and re-tested on the in-Service Armed Services Vocational Aptitude Battery. Further, the number of recruits involved is small enough as to have an insignificant impact on Army accession quality goals.

We continue to support the Army efforts to expand the recruit market and look forward to updates on the progress of the FLRI program. Please keep the Director of Accession Policy, Dr. Curtis Gilroy, informed about this important program.

  
David S. C. Chu

cc:  
Director, Accession Policy  
Deputy Chief of Staff, G-1