

The MULTIPLE BENEFITS of SECOND-LANGUAGE LEARNING (L²L)

PART II – Benefits related to:

- Global Education
- Career and Technical Education (CTE)
- Career
- National Security and the Military
- Business and the Economy
- U.S. Language Deficit & Need

Some items presented here are only for personal use of Advocates – included as good examples of how to approach Language Advocacy or providing information to use in developing “talking points”. They will be marked by this symbol &.

&. What are the Benefits of Learning a Second Language: Statistics & Facts.

Custom Writing.org

<https://custom-writing.org/blog/benefits-of-learning-a-second-language>

This article presents a good overview of the multiple benefits of L²L. It is included as a good example of a presentation of major ideas – “talking points.”

&. Should Students Be Required to Learn a Second Language?

Medium. July, 2025

<https://medium.com/future-of-school/should-students-be-required-to-learn-a-second-language-8a0fe18438a3>

&. KEY REPORTS

Making Languages Our Business: Addressing Foreign Language Demand Among U.S. Employers.” ACTFL -Full Report 2019

America’s Languages: Investing in Language Education for the 21st Century
Academy of Arts & Sciences. Commission on Language Learning. 2017

Do Employers Value Employees with language and culture skills? 2017
Foreign Language Annals. Damari, Rivers, Brecht, Gardner, Pulupa and Robinson

Not Lost in Translation: The Growing Importance of Foreign Language Skills in the U.S. Job Market. New American Economy. Report March 2017

GLOBAL EDUCATION

&. Global Competence. Are we preparing our students for the future? Are students prepared for an interconnected world?

<https://www.slideshare.net/TracieKirven/increasing-global-competence>

Resources: worldsavvy.org, asiasociety.org, IREX – Teachers for Global Classrooms, Primarysource.org - UNESCO Clearinghouse on Global Citizenship Education

[Increasing Global Competence | PPTX](#)

Efforts of one teacher to promote International Education in her school district. It is a good example teachers could use to develop their own presentations.

UNESCO report calls for multilingual education to unlock learning and inclusion
Feb/Mar 2025

<https://www.unesco.org/en/articles/new-unesco-report-calls-multilingual-education-unlock-learning-and-inclusion>

&. Why Global Education Matters

ASCD- Association of Supervision and Curriculum Development. Blog
Ariel Tichnor-Wagner March 2018

<https://www.ascd.org/blogs/why-global-education-matters>

The International Benefits of Language Education

Language Magazine. Nov. 7, 2017

<https://www.languagemagazine.com/2017/11/07/international-benefits-language-education/>

&. What Do We Mean When We Talk About Global Education?

Education Week By Guest Blogger, Homa S. Tavangar on November 17, 2015

http://blogs.edweek.org/edweek/global_learning/2015/11/what_do_we_mean_when_we_talk_about_global_education.html

The Importance of World Languages and Intercultural Competence.

Edutopia. Don Doehla. March 2015.

<https://www.edutopia.org/discussion/importance-world-languages-and-intercultural-competence>

Speaking a second language may change how you see the world

SCIENCE. 17 MAR 2015 BY NICHOLAS WEILER

<https://www.science.org/content/article/speaking-second-language-may-change-how-you-see-world>

The work also finds that bilinguals may get the best of both worldviews, as their thinking can be more flexible.

&. National Imperative for Language Learning

The Asia Society By **Anthony W. Jackson, Charles E. M. Kolb, and John I. Wilson** Originally published in Education Week.

<https://asiasociety.org/education/national-imperative-language-learning>

CAREER AND TECHNICAL EDUCATION (CTE)

&. Strengthening the Workforce: Why Multilingualism Matters in CTE

Language Testing International July 2025 **LTI is a company selling a product, but they present valid points and some supporting data.**

<https://www.languagetesting.com/blog/strengthening-the-workforce-why-multilingualism-matters-in-cte/>

&. Language Skills as Career Capital July 2025

Avant Assessment – **promotes the STAMP test, but gives good information**
<https://www.avantassessment.com/blog/language-skills-as-career-capital>

&. Unsealing Career Opportunities

Linda Egnatz. Language Magazine. Feb 2025 **(Promotes the Seal of Biliteracy.)**
<https://languagemagazine.com/2025/02/20/unsealing-career-opportunities/>

Leveraging Language as an Employability Asset in Career and Technical Education

Language Testing International Feb 2024 **(LTI is selling a product.)**

&. From Education to Employment: Language Learning in Vocational Courses

goFluent. October 2023
<https://www.gofluent.com/us-en/insights/education/language-learning-vocational-courses/> **goFluent is a company offering language courses, but there are valid points in this article.**

&. Languages As Career Skills

Delaware Department of Education. 2022
<https://education.delaware.gov/legacy/home/instruction-and-assessment/standards-and-instruction/world-language-welcome/languages-as-career-skills/>

Employability Skills + World Languages Lead with Languages-ACTFL.

<https://www.actfl.org/uploads/files/general/Career-Ready-Infographic-CTE-Employability-Skills-Details-on-HLTP-Classroomsv2-002.pdf>

Infographic - <https://www.actfl.org/uploads/files/general/Employability-Skills.pdf>

&. Workforce-and World-Ready with World Languages (ACTFL)

P.M. Delfosse. 2020 World language and global educators can support the work of our CTE colleagues by providing working definitions and development frameworks for language. https://www.actfl.org/uploads/files/general/TLE_Summer20_Article.pdf

Related to Career Readiness

Multilingual Skills Meet Career Readiness: The Power of Credentials to Prepare the Workforce of Tomorrow NOCTI (National Occupational Competency Testing Institute) May, 2025

<https://www.nocti.org/credentialing/multilingual-skills-meet-career-readiness/>

CAREER

&. Benefits of Being a Bilingual in the Workplace: Why It Pays to Know a Second Language TTEC Feb 2025 **This company is selling a service, but their points are good.**

<https://www.ttecjobs.com/en/benefits-of-being-a-bilingual-in-the-workplace-why-it-pays-to-know-a-second-language>

&. Career Benefits of Being bilingual.

Workforce Essentials. Feb 2023

<https://workforceessentials.com/career-benefits-of-being-bilingual/>

&. “Why Are Companies Hiring More Multilingual Workers?”

Ora Lobell, Kylie SHRM. May 9, 2022 **Opinion, but good points**

<https://www.shrm.org/topics-tools/news/employee-relations/companies-hiring-multilingual-workers>

&. The surprising thing Google learned about its employees

The Washington Post 2017/12/20

<https://www.washingtonpost.com/news/answer-sheet/wp/2017/12/20/the-surprising-thing-google-learned-about-its-employees-and-what-it-means-for-todays-students/>

&. Bilingual Professionals. Exploring Industries that Highly Value Language Proficiency.

Language Testing International – A collection of essays explaining the benefits of language proficiency in career fields such as Airlines, Banking, Communications, Construction, Education, Healthcare, Hospitality, Law, Law Enforcement, Retail, Safety and MANY other related topics. **(LTI is selling a product, but their information is good.)** <https://www.languagetesting.com/blog/category/bilingual-professionals/>

[Exploring Industries That Highly Value Language Proficiency](#)

Do Employers Value Employees with Language and Culture Skills? Foreign Language Annals. Damari, Rivers, Brecht, Gardner, Pulupa and Robinson. 2017
<https://nflc.umd.edu/resources/do-employers-value-employees-language-and-culture-skills> (Download the infographic)

Data come from a 2014 survey of U.S. employers in the government, for-profit, and not-for-profit sectors, in 49 states and DC. Some of these results are reported in: "The demand for multilingual human capital in the U.S. labor market".

The Demand for Multilingual Human Capital in the U.S. Labor Market - 2014 survey Spring 2017

<https://onlinelibrary.wiley.com/doi/pdf/10.1111/flan.12241> (Article)

infographic

https://www.researchgate.net/publication/315471505_Do_employers_value_employees_with_language_and_culture_skills_An_infographic

Why employers value recent college grads with foreign language skills.

November 15, 2016 by Matt Krumrie

<https://www.collegerecruiter.com/blog/2016/11/15/recent-college-grads-foreign-language-skills/>

&. Making Languages Our Business: Addressing Foreign Language Demand Among U.S. Employers." ACTFL -Full Report 2019

https://www.actfl.org/uploads/files/general/MakingLanguagesOurBusiness_FullReport.pdf

&. Bilingualism: A Growing Value to U.S. Labor Market.

ETS News 10/12/2015

<https://www.prnewswire.com/news-releases/bilingualism-a-growing-value-to-us-labor-market-300157862.html>

&. Is There Really a Labor Market Advantage to Being Bilingual in the U.S.?

Patricia Gándara. Oct. 8 2015 (historical perspective)

<https://onlinelibrary.wiley.com/doi/full/10.1002/ets2.12054>

NATIONAL SECURITY and THE MILITARY

&. Security

Foreign Language for National Security: Let's Act, Not React

Research Short. Lori Roule July 2023

https://www.ni-u.edu/wp-content/uploads/2023/11/NIUShort_20230727_DNI_2023_02922-1.pdf

Trouble For National Security? Fewer College Students Studying Foreign Languages From THE CONVERSATION by [Deborah Cohn](#) December 2023

<https://www.the74million.org/article/fewer-u-s-college-students-are-studying-a-foreign-language-%E2%88%92-and-that-spells-trouble-for-national-security/>

Foreign Language Skills are Crucial for America's Diplomatic, Business, & Security Interests NISKANEN CTR. Policy Essay 2020

<https://www.niskanencenter.org/wp-content/uploads/2020/05/Refugee-Languages.pdf>

The Link Between Foreign Languages and U.S. National Security

Interview – Mary Abbott, NAFSA & DLNSEO, Wednesday, June 14, 2017

<https://www.cfr.org/event/link-between-foreign-languages-and-us-national-security>

Language and National Security: Q&A with Bill Rivers

Planet Word August 2017 **Opinion based on experience.**

<https://planetwordmuseum.org/language-and-national-security-q-a-with-bill-rivers/>

Using Languages in National Security

Language Testing International Oct. 2015

<https://www.languagetesting.com/blog/2015/10/01/using-languages-in-national-security/>

Foreign language, Cultural Diplomacy, and Global Security

Gail H. McGin. American Academy of Arts and Sciences 1 November 15, 2015

(Historical perspective)

<https://www.amacad.org/sites/default/files/academy/multimedia/pdfs/Foreign-language-Cultural-Diplomacy-Global-Security.pdf>

The Military

The Critical Importance of Learning a Foreign Language in the Military

Critical Language Scholarship (CLS) – A Program of the U.S. Department of State
March 2025 **Opinion based on experience.**

<https://clscholarship.org/news/2025/the-critical-importance-of-learning-a-foreign-language-in-the-military>

Culture Shock: Leadership Lessons from the Military's Diplomatic Corps

Edited by Graham Plaster and Jason Criss Howk. April 2022

This book is a collection of essays that tell personal stories of how language ability and intercultural skills averted dangerous situations. Available on Amazon.

&. Why the U.S. Military Needs to Take Language Learning Seriously

Language Trainers. August 2019

<https://www.languagetrainers.com/blog/why-the-u-s-military-needs-to-take-language-learning-seriously/>

&. Why Language Matters for the U.S. Military

Transparent Language Blog April 2016

<https://blogs.transparent.com/language-news/2016/04/27/why-language-matters-for-the-u-s-military/>

BUSINESS and the ECONOMY

Making Languages Our Business: A Smart Investment

Language Connects Foundation. (ACTFL) Multilingual Talent, Testimonials, more
2026 Report due soon.

<https://www.languageconnectsfoundation.org/making-languages-our-business-smart-investment>

&. Maximizing Market Reach: why Hiring and Recognizing bilingual employees is a Smart Business Move. Gobaal Seal of Biliteracy. Jan 2025

[Maximizing Market Reach: Why Hiring and Recognizing Bilingual Employees is a Smart Business Move — Global Seal of Biliteracy](#)

&. The Strategic Importance of Multilingualism in Business: 10 Benefits of Enhancing MBA Programs with ACTFL Assessments. Language Testing

International Aug 2024 **Opinion w/ some data embedded.**

<https://www.languageTesting.com/blog/the-strategic-importance-of-multilingualism-in-business-10-benefits-of-enhancing-mba-programs-with-actfl-assessments/>

Improve Your Salary and Career by Speaking a Second Language

Forbes Magazine. Tracy Brower, Sr. Contributor. Oct 2023

<https://www.forbes.com/sites/tracybrower/2023/10/01/improve-your-salary-and-career-by-speaking-a-second-language/>

&. Articles from ENTREPRENEUR – Entrepreneur is an American magazine and website that carries new stories about entrepreneurship, small business management, and business. WIKIPEDIA

Opinion, but valid points based on experience.

Multilingualism and Cultural Fluency are the Drivers of Tomorrow's Workforce – Arno Krug Entrepreneur DAILY April 2022

<https://www.entrepreneur.com/business-news/multilingualism-and-cultural-fluency-are-the-drivers-of/422922>

The Business Benefits of Learning a New Language

Michael Shangkuan Entrepreneur DAILY May 2022

<https://www.entrepreneur.com/growing-a-business/the-business-benefits-of-learning-a-new-language/422718#:~:text=Fluency%20in%20the%20native%20tongue,their%20business%20and%20their%20messaging.>

Making Languages Our Business. Addressing Language Demand Among U.S. Employers ACTFL Report. 2019

<https://www.actfl.org/advocacy-and-public-education/making-languages-our-business>

Multilingualism: An Increasingly Marketable Skill for Business

Molly Wagschal Modern Language Association AUG 2019

<https://action.mla.org/workforce-multilingualism-an-increasingly-marketable-skill-for-business/>

&. 5 Reasons Why Language Training is Business Critical

Learnlight Feb 2019

<https://www.learnlight.com/en/articles/why-language-training-business-critical/>

Bilingualism: A Growing Value to U.S. Labor Market. ETS News – 10-12-2015

<https://www.prnewswire.com/news-releases/bilingualism-a-growing-value-to-us-labor-market-300157862.html>

Role of Multilingualism in the U.S. Workforce

Why We Need to Cultivate America's Multilingual, Multicultural Assets

Report. The Century Foundation. Conor P. Williams, Dr. Xigrid Soto-Boykin, Jonathan Zabala, Dr. Shantel Meek. June 2023

<https://tcf.org/content/report/why-we-need-to-cultivate-americas-multilingual-multicultural-assets>

The Economic Impact and Effects of Learning a Second Language

Luke Newman. University of Arkansas, Fayetteville. Economics Undergraduate Honors Theses. 2023. w/ sources

<https://scholarworks.uark.edu/cgi/viewcontent.cgi?article=1051&context=econuht>

Boosting employee engagement: the power of strong language skills in multilingual workforces. The British Council. By Corporate English Solutions. 2023.
<https://corporate.britishcouncil.org/insights/boosting-employee-engagement-power-strong-language-skills-multilingual-workforces>

New Research Examines the Economic Benefits of Bilingualism

NEW AMERICA BLOG POST By Ingrid T. Colón April 25, 2019

[HTTPS://WWW.NEWAMERICA.ORG/EDUCATION-POLICY/EDCENTRAL/NEW-RESEARCH-EXAMINES-ECONOMIC-BENEFITS-BILINGUALISM/](https://www.newamerica.org/education-policy/edcentral/new-research-examines-economic-benefits-bilingualism/)

Speaking more than one language can boost economic growth

World Economic Forum Sophie Hardach Feb 6, 2018

<https://www.weforum.org/stories/2018/02/speaking-more-languages-boost-economic-growth/>

From Workplace Languages (a language school based in Minneapolis, MN that provides “tailored language solutions to enhance communication and efficiency in diverse workplaces.”) Articles by Ed Rosheim.

<https://www.workplacelanguages.com/language-resources/blog/>

Mr. Rosheim is selling a product, but the articles may offer insight and talking points.

Why a Multilingual Workforce is an Advantage for U.S. Companies

<https://www.workplacelanguages.com/multilingual-workforce-advantage/>

Language Testing International also offers a series of blog posts about the benefits of multilingualism in a variety of different categories.

The Economic Impact of Multilingual Customer Services on Customer Satisfaction and Revenue Growth [The Economic Impact of Multilingual Customer Services on Customer Satisfaction & Revenue Growth - LTI Blog](#)

&. THE U.S. LANGUAGE DEFICIT

Background information:

America's Languages: Investing in Language Education for the 21st Century

American Academy of Arts & Sciences. Commission on Language Learning
Feb 2017

The Commission on Language Learning examined the current state of language education, projected what the nation's education needs would be in the future, and offered recommendations for ways to meet those needs.

<https://www.amacad.org/publication/americas-languages>

Learning a Foreign Language Helps Kids think and Make Money. Why Don't American parents Care? Fatherly August, 2018 by Cameron LeBlanc

<https://www.fatherly.com/love-money/foreign-language-education-united-states-europe/>

The U.S. Foreign Language Deficit: Strategies for Maintaining a Competitive Edge in a globalized world Book. Kathleen Stein-Smith. Springer 2016.

<HTTPS://LINK.SPRINGER.COM/BOOK/10.1007/978-3-319-34159-0>

OVERVIEW:

- Offers a compelling analysis of the failure of United States policy makers, educators and American citizens to recognize the importance of learning foreign languages
- Issues a challenge for all Americans to become less “tongue-tied” but instead to embrace a foreign language and culture
- Outlines a focused set of steps which can be undertaken from the local level to the national level to remedy this deficit in foreign language fluency

America's Lacking Language Skills

The Atlantic **AMELIA FRIEDMAN** MAY 10, 2015

Budget cuts, low enrollments, and teacher shortages mean the country is falling behind the rest of the world.

<https://www.theatlantic.com/education/archive/2015/05/filling-americas-language-education-potholes/392876/>

UK and US Businesses Losing Out Due to Lack of Language Skills and Cultural Awareness in Workforces. ConversisMedical September 2015

<https://www.britishcouncil.org/sites/default/files/app1.conversis-global-talent-report-print.pdf>

The U.S. LANGUAGE NEED

Don't Miss These High-Paying Skilled Labor Jobs in the USA

Dala & Mehta Law – US Immigration Law Firm by Pooja Mehta. Jan 2025

https://njimmigrationhelp.com/bilingual-workers-skilled-labor-jobs-in-usa/?srsId=AfmBOoq98eDnjdMkgYIVUH9yynB6AhAOf2LDwzolFs_O33fs1Dd7n4JM

The Need for Bilingual Social Workers Grows as U.S. Becomes More Diverse

National Association of Social Workers. By Raju Chebium Summer 2024

<https://www.socialworkers.org/News/Social-Work-Advocates/2024-Summer-Issue/The-Need-for-Bilingual-Social-Workers-Grows-as-US-Becomes-More-Diverse>

Which Industries Have a High Demand for Bilingual Professionals?

AfniCareers - April 3, 2024

<https://afnicareers.com/news-events/news/which-industries-have-a-high-demand-for-bilingual-professionals>

Remaining monolingual is a surefire way for America to fall behind

The Hill. by Glenn C. Altschuler and David Wippman, opinion contributors - 05/15/22

Opinion with embedded citations.

<https://thehill.com/opinion/education/3488666-remaining-monolingual-is-a-surefire-way-for-america-to-fall-behind/>

Top 5 Industries That Need Bilingual Employees

Global LT

<https://global-lt.com/blog/top-5-industries-that-need-bilingual-employees>

The Growing Value of Bilingual Skills in the US Job Market

Uses *Not Lost in Translation* report as basis for article. (Self-interest)

Participate Learning. Holland Page. September 2019

<https://www.participatelearning.com/blog/the-growing-value-of-bilingual-skills-in-the-us-job-market/>

