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## The Economic Impact and Effects of Learning a Second Language

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**The Economic Impact and Effects of Learning a Second Language**

**by**

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Science in International Business in Economics.**

**Sam M. Walton College of Business**

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## **Introduction**

Learning a second language is often seen as an interpersonal skill, however, it can contribute significantly to a country's economic output. Not only does it help increase global competitiveness, it also can enhance workforce productivity, and improve trade relations. In an increasingly connected world, multilingualism is a production factor that many seem to overlook; even though it enables countries to engage more effectively with each other and ultimately leading to the expansion of international trade and international investment opportunities. Businesses that operate in diverse environments can capitalize on the skills of their bilingual employees since it is easier to enter new markets and create partnerships with foreign businesses. This can drive both economic growth and increase job availability. Proficiency in a second language also increases workers' advanced cognitive abilities, such as problem-solving and critical thinking, which in turn can raise their overall personal productivity. In the global job market, bilingual workers are often seen as valuable assets, not only because of their secondary language, but also for their cultural awareness and adaptability as many countries have different unspoken rules in business. This can result in a more effective workforce, positively impacting a country's economic output.

Globalization is one of the most important factors attached to today's world. With the invention of the internet and the rapid advancements in modern technology, it has become easier each year to connect with those around the globe. Globalization can also lead to economic growth and development between different countries, as it has never been easier to work with those around the world. The increasing reliance on international trade creates the need for an understanding of different cultures and their nuances. As the world becomes more intertwined, the ability to engage with people from different cultural backgrounds is not only a personal life skill, but also an important factor in boosting professional success. Learning a second language is extremely important now, more than ever, as it allows individuals to communicate effectively, and foster understanding and cooperation in various settings. Aside from the economic benefits, the importance of multilingualism transcends borders, and industries, as it promotes mutual respect for cultural diversity, which is fundamental for countries to thrive.

The primary objective of this paper is to delve into the relationship between learning a second language and the positive economic effects that come from it. The ability to speak multiple languages not only broadens one's horizons but also provides a competitive edge in the global marketplace, as it enables individuals to better navigate the complex world of international business, leading to greater professional success and opportunities. This paper will explore the ways in which bilingualism and multilingualism contribute to increased productivity in the workplace, while also improving seamless communication and collaboration in multicultural environments, and positively impact not only the national economy, but the local economy as well.

To analyze the economic impact and effects of learning a second language, this paper will review multiple articles and studies that explore the benefits of multilingualism and its connection to improving the economy. This includes research related to, salary benefits for those who speak multiple languages, how productivity increases when employees possess language skills beyond their native tongue, the increase of economic productivity when employing a more diverse workforce, and how having multilingual negotiators can ease business tension. By consolidating the findings from these sources, this paper aims to provide a better understanding of the economic advantages of increased multilingualism within the United States of America

## Literature Review

### *Language as an Economic Variable*

In the past, interconnectivity between countries that are not bordering one's own was seen as an impossible feat. Japan, now one of the leading economies in the world, had secluded themselves in isolation for hundreds of years, refusing to trade with countries around the world that wanted and needed the supplies that they had. This caused a multitude of problems and soon after Japan opened its borders to the world, they experienced an economic boom that continued until the 1980's. When a single country can connect with their worldly counterparts, the economic assets that impact every nation can be borrowed, shared, bought, and traded, creating a melting pot of capital that can be tapped into at any time.

In terms of the importance of language in the economy, the most striking point is that the economic well-being of a society is directly connected to how well the people within that society can communicate with one another (*The Value of Language Skills*, 2021). In the USA, there are diverse groups of people everywhere, working for other potentially diverse leaders, and nowadays teamwork within these companies is an extremely important factor. Almost all production activities require teamwork and seamless interaction between teammates to work their best and produce to the highest degree. If the group that is working on a project has a potential language barrier, then that economic productivity becomes stalled, and it adds time that did not necessarily need to be there. If there are more multilingual workers in an organization, the company gets a combination of diverse thinkers that can seamlessly communicate and work on high-level projects swiftly.

On top of that, since many important corporations are multinational or global companies, there are many consumption activities that require a knowledge of language as well. If an employee is trying to speak with a buyer or seller and cannot efficiently communicate with them, the sale may be lost. In terms of buying, selling, and negotiating it is also important to add that there are many cultural nuances within international negotiating that can be learned through the understanding of the foreign party's native tongue. As language and culture are helplessly intertwined, it has been recorded that when one learns a second or third language, their personality becomes altered when speaking in that tongue. For example, when a native English speaker learns a language such as Japanese, they may find that while speaking Japanese they are more subtle with their explanation and extremely aware of the honorifics they use while speaking with native Japanese speakers (Grosjean, 2010). This is true for business as well, countries all over the world have varying business structures, employee/boss relationships, and ways of getting approval for a project. These are all deeply imbedded in language and culture and can be unearthed by a smaller but more linguistic workforce, improving economic productivity for multiple countries at once.

Globalization has been mentioned time and time again when referring to the new business landscape that has been unfolding recently, in collaboration with this, the workforces that exist within the US have become more diverse, both in blue collar jobs like warehousing or more white-collar jobs like financial planning. The common theme around this idea is a diverse workforce. With a diverse workforce comes differing experiences, ideas, productivity, and levels of teamwork. Many studies show that in the beginning of a multi-ethnic work group, at first, the team performs at a lesser extent than a group that comes from the same background, however, after the initial drought, the more diverse team becomes more productive and finishes projects faster and more precisely than the non-diverse group (Zhan, Bendapudi & Hong, 2015). Many times, the stagnation in innovation from the groups in the beginning comes from cultural

difference or ideas that stem from their cultural bouncing against another culture's ideas. With a diverse and multilingual group, this slow start can be remedied as the group members that are more multilingual will have a closer relation to the other group members around them as many different world language groups have similar cultural tones. This could help increase the instant impact of new workers at a company and provide increasing revenues for the company that has this group.

The most important economic factor in relation to multilingualism is human capital. Economists define human capital as 'an individual's productive skills, talents and knowledge' (Thurow, 1970, p. 1). Language learning, like other long-term investments, has opportunity costs. When someone begins to learn a new language, they usually learn the language that they believe will have the highest financial return or economic benefit, but it takes a long time to become fluent in a language and this time could be spent polishing other productive skills, however, by learning a foreign language, the benefits one can get is very large in today's world. It is important to note that there are two common ways a person learns a second language, the first is by being born to a bilingual/multilingual family and having to speak the second language at home and to relatives. The second way is learning a second language by individual decision. Individual decisions to learn a second language are often motivated by economic factors whether subconsciously or not, the want to learn a second language usually comes with an economic rationality that can potentially have a lasting impact in the future (Grenier & Vaillancourt, 1982, p. 4). Many people who want to attain fluency in a second or third language will often learn during their schooling years, In the US, it is common for students to take four years of a foreign language during high school but oftentimes the information does not stick or lead to fluency. This goes to show like other productive skills, people can improve their language skills through schooling, and other types of mediaries such as the internet, or apps like Duolingo.

The economic incentives in an employee "arise in part from the increment in the market wage rate, a higher rate of employment, and the decrease in the cost of consumption." (Chiswick & Miller, 1995, p. 249). This fact explains that there is an underlying understanding already that being competent in multiple languages can benefit the singular worker economically, however, this can be scaled up as well, and applied to corporations or even countries. This fact implies a connection between earnings and language skills. In tandem with this idea, if a company believes that paying an employee that knows a second language more than their unilingual counterpart, that company must also believe that the bilingual employee will produce more in the interest of the company. Although it is extremely common to know only one language, speaking strictly in economic terms, if the single language one knows is not the dominant language of that country, it leaves a lot on the table in terms of worker productivity and education. Due to externalities in the use of a common language, if individuals are left up to their own devices, there are less optimal outcomes that are created as a result (*The Value of Language Skills*, 2021).

Looking at the idea of multilinguistic workers from a more macro-perspective, most companies' goals are centered around increasing revenues and pleasing stockholders if they are public. The best way to do that is to please both customers and consumers at a high-level while reaching as many people as you can. Since the world today is so readily accessible, global business leaders understand that to grow their business across the globe, they must provide services in the native language of their customers (Gandara & Acevedo, 2016). A diverse workforce allows companies to better understand and cater to the needs of their increasingly globalized and heterogeneous consumer base.

### *“Bilingual” the New Prerequisite*

Within the United States of America, English is the main language used to communicate and interact with others nationwide; this is also true for most countries around the world, there are not as many “Bilingual” countries as “Unilingual” ones. While this is true, since it is easier now than ever to immigrate to countries around the world, there has never been more multilingual speakers spread throughout the globe than right now. However, that is not enough to see economic productivity of a country increase, it helps, but the government and employers must step in to foster a truly multilingual workforce. Although the US economy is the largest in the world, the national workforce speaks mostly English, this is true for most other countries and their native language as well, but the diversity within the US is a competitive advantage that has yet to be used at its full potential.

Along with the US being significantly behind on teaching foreign languages pre-university, there is so much human capital that is left to stagnate when it could be utilized to its fullest with some subsidization and policy changes (Rhiel, 2016). As other developed countries around the world have established effective, formal ways of teaching foreign languages to their young students, it has begun to feel as though it is a prerequisite before entering the working world. However, in the US, teaching a foreign language does not start until high school and many times it is not even a required class, many university language programs are underfunded and there is a huge sector of unused capital that is running through the cracks of the United States education system.

Although Americans are almost famous for their monolingualism, more than 60 million people in the United States speak a language other than English, while at the same time 1 in 5 students grew up in a home where a different language was spoken (Rhiel, 2016, p. 3). To help leverage this capital, Utah is pioneering a statewide language education policy that intends to provide dual-language education for every student in the state. Almost 1/3 of Utah’s workforce is bilingual, this may be largely a result of the population of Latter-Day Saints that often go on long mission trips for their church in foreign countries around the world. Major US companies have decided to move branches and offices there as a result, such as Goldman Sachs, Oracle, and Proctor & Gamble. Since then, Utah has more than tripled its trade since 2013 (Rhiel, 2016, p. 4).

As being bilingual becomes more normal, and government entities and companies attempt to capitalize on it to the best of their abilities, the emergence of intercultural capital has come about as a result and is also extremely important in piecing together the best way to increase productivity within the economy. Intercultural capital refers to the ability to understand, appreciate, and effectively navigate different cultural contexts. (Pollmann, 2013). Being able to maneuver through the winding roads of the worlds cultures seems like an impossible task, and almost too costly to try and utilize it to its full potential, however, it is a necessity now with so many companies becoming multinational such as Deloitte, Apple, Coca-Cola, IBM, and Microsoft, utilizing intercultural capital along with a diverse force of multilingual employees will surely increase profits, return on investments and expand business opportunities to the ends of the earth.

There is no doubt that in business, English is the number 1 spoken language for business opportunities, and as the US’s official language is English, there are many questions as to why

any American should focus their time and effort on learning a second language. In a 2021 economic survey published by the Taylor & Francis group, it was shown that English accounts for 60% of all languages associated with economic growth (*Second language learning and socioeconomic development*, 20221, p. 474), while that is a large percentage it also goes to show that there is a 40% underutilization of bilingual resources towards economic growth in terms of other languages besides English. One can say that the position of English in business is privileged in the positions of university and politics, because of this many non-American students in the younger education sector are forced to learn it in their schedules. This leans even deeper into the region of bilingual being a new prerequisite especially in business. Since the US is the leading economy of the world, many other countries continue to adopt the language for their citizens as a way of creating their own economic growth, however, the United States is still stagnant on reforming language learning within the states, because of the privileged position of English as a whole.

The importance of learning a second language is not only to benefit cultural exchange and personal growth, but to also create new ideas and collaboration across borders, accelerating the development of new technologies (Grosjean, 2012). Proficiency in multiple languages also helps people access knowledge they had not been able to before, broadening their perspectives and increasing innovative thinking and teamwork. With this increase in technological development, and innovation, arguably two of the most important economic growth factors for economic expansion, businesses can delve into new markets and capitalize on emerging opportunities (Chiswick & Miller, 2007). Multilingualism can also help companies establish strategic partnerships, negotiate better trade deals, and access valuable resources, all of which contribute to economic growth. Learning a second language not only enhances personal abilities, but also drives technological progress, economic growth, and innovation on a global scale (Grosjean, 2012).

Linguistic diversity is prone to promote economic development through sharing ideas and knowledge by different groups of people. Within the US there is such a great distribution of different types of people that economic development through shared ideas is bound to happen, however, an even more important developmental factor is the value of technical progress. Technological progress and innovation is one of the most determinant factors for economic growth in the long run. On top of that, the importance of language heterogeneity in technological progress and innovation has been identified by many researchers (Gang, Li, Hu & Wei, 2023). Meaning that even though the technological world right now is progressing extremely fast, there are facets in which this innovation could grow even more with a more heterogenous linguistic population. As linguistic barriers dissolve, professionals and researchers can access a broader range of information, expertise, and cutting-edge technologies from different regions, allowing them to remain updated on global innovations. Bilingual workers can also easily collaborate with their international peers, enabling them to share ideas and develop new and better technologies together. Ultimately, these improved connections, communications and shared knowledge can accelerate a country's overall technological progress, which in turn, boosts economic development throughout the country.

### *Cognitive Language Abilities: Increasing the Value of Human Capital*

Touching on the more micro-side of economic development, learning a second language is not only a valuable skill in today's world, but is also an asset in increasing a person's cognitive abilities as well as performance in the workplace. By improving on cognitive skills such as critical thinking, problem-solving, emotional intelligence, and abstract thinking, an employee will not only flourish professionally, but will also increase economic productivity through the development of human capital.

Learning a second language can increase cognitive abilities by enhancing executive functions such as attention, working memory, and cognitive flexibility (Bialystok, Craik, & Luk, 2012). These factors are all crucial for problem solving, decision-making, and the ability to adapt to new situations, all essential skills for the modern and rapidly changing work environment. Individuals who are proficient in more than one language have been found to show higher levels of cognitive control, which improves their ability to switch more effectively between tasks and manage multiple sections of information (Costa, Hernández, & Sebastián-Gallés, 2008). These increased personal skills can lead to improved job performance and increased productivity in various forms of professional practice, all of which can lead to an economic benefit in the way of increased returns and revenue as well as having a more powerful and stable employee core.

Additionally, learning a second language has been linked to increased creativity and divergent thinking (Kharkhurin, 2010). This is because bilingual employees and individuals are more likely to be exposed to diverse cultural perspectives, and different ways of thinking, all of which can foster creative problem-solving and innovative ideas in the workplace. As a result, companies that employ bilingual staff can benefit from increased innovation in many forms, which is a driving force behind positive economic growth and productivity both for a single firm and the country.

Understanding a second language can also facilitate better communication and collaboration in the workplace, especially in diverse and international settings (Lauring, 2008). This is particularly important in the age of globalization, as multinational businesses rely often on international collaborations and cross-cultural communication, whether it be for a new development overseas, or a new marketing plan that targets individuals in a country that does not speak English. Bilingual employees are better equipped to navigate these multicultural environments, implementing improved teamwork and overall performance.

The development of human capital, defined as the skills, knowledge, and abilities of a population, plays a crucial role in promoting economic growth and productivity (OECD, 2001). By investing in second language education, businesses and governments can enhance the human capital of their workforce, leading to increased economic productivity. Individuals who invest in their own second language acquisition are more likely to improve their professional opportunities and advance their careers, so if the government were to step in and adopt a policy of their own to help facilitate more programs to learn other languages, there would be a huge benefit and payoff in the long run of the US economy.

Various research has provided information that shows a positive correlation between cognitive abilities and job performance, with individuals who possess higher cognitive abilities generally earning higher salaries and experiencing increased job stability (Schmidt & Hunter, 2004). This is something that every worker in the entire world wants and so, by learning a



second language, not only does this increase the utility that the employee is getting it is also benefiting the public, corporations, and the country. By developing the foundation of these employees via linguistics, a domino effect can be started that will benefit a majority of the country in varying ways.

The economic benefits of investing in human capital have been researched for dozens of years. Much of this research is in the vein of education and training, both of which are extremely important pieces of human capital along with linguistic skills. Research on this topic by Hanushek and Woessmann (2007) found that countries with higher levels of cognitive skills among their populations experienced faster economic growth, and higher levels of GDP per capita. In the United States especially, it is essential to constantly increase the value of employees, as research has shown it to contribute to economic growth, job creation, and increased GDP (Hanushek & Woessmann, 2007).

Creating a bilingual workforce can help address the demands of a changing labor market, where linguistic diversity is increasingly sought after by employers. The growing Hispanic population in the country further implies the importance of investing in bilingual education and training (Ryan, 2013). Many immigrants living in the US have no access to structured language learning at low cost. If there were policies implemented to help facilitate learning a new language not only for native English speakers, but also to teach English to non-speakers, there will be an influx of employees entering the workforce that companies and conglomerates all over the country have been hurting for since COVID-19. Increasing English proficiency among non-English speaking Americans can lead to higher wages and increased purchasing power. According to the National Bureau of Economic Research, immigrants who learn English can earn up to 30% more than their counterparts who do not speak the language (Gonzalez, 2021). By providing English language education to this group within the population, we can enable them to contribute more effectively to the national economy and boost GDP growth. By utilizing the untapped human capital, the US has, new job opportunities will be created while employers and major companies benefit as well. A report by the Migration Policy Institute (MPI) highlights that immigrants often possess valuable skills that remain underutilized in the US labor market (Batalova, 2020). By investing in language education and other support services, non-English speaking Americans will be able to find jobs more readily that match their qualifications and abilities. By increasing the number of employed Americans, and investing in human capital in this way, productivity and economic growth will increase. By tapping into the potential of non-English speaking Americans, employers and large corporations alike can access fresh perspectives and ideas that fuel economic growth and strengthen the national economy. Facilitating English learning for non-English speaking Americans presents a valuable opportunity to boost GDP, strengthen the economy, and optimize untapped human capital. By investing in language education and working to create a diverse, inclusive workforce, we can promote economic growth and ensure the long-term success of the American economy.

Investing in human capital development is crucial for individual and societal growth. By enhancing the linguistic skills of the US's already knowledge workforce, companies can increase productivity, efficiency, and profitability. Ultimately, prioritizing human capital development is a win-win situation for both individuals and society, leading to a brighter and more prosperous future.

## Analysis

There are many studies and plenty of research that highlight the importance of language throughout time. As countries become more connected than ever, the policy makers and government must decide how this capital can be leveraged to positively impact both the economy and as much of the general public as possible.

The United States of America with its multicultural population, is in a very fortunate position, as they have a larger ability than most to leverage their linguistic diversity for economic growth. For this to happen, the government could implement policies that promote language learning and cultural understanding. For example, investing in bilingual education and offering incentives for individuals to learn additional languages could help create a more linguistically diverse workforce on both sides. Being bilingual to most Americans is the act of learning a different language other than English, and although that may reign true for those specific citizens, there is a huge population of non-English speaking Americans that can benefit from these policies as well. By investing in the education of linguistics and strengthening the core of the US's learning facilities, both the people, companies and government can all benefit at once.

Another way that the US can increase their multilingual population is by having businesses provide language training for employees so that they can enhance their global competitiveness and contribute to increased revenues. Along with that, if the employees ever decide to invest in their future in a different way, they will leave the company with a hard skill that they did not have before, benefiting them both. Another area where the government can intervene is by promoting the integration of immigrants into the labor market. Diverse workforces tend to outperform their homogenous counterparts in terms of productivity and innovation (Zhan, Bendapudi & Hong, 2015). Encouraging the development of language skills among immigrants can facilitate their integration into society and the labor market, ultimately benefiting the economy.

By utilizing the existing cultural and linguistic resources within the US, the government can foster international trade and investment. Knowledge of foreign languages and cultural nuances can enable businesses to better understand their international counterparts, enhancing trade negotiations and reducing transaction costs (Grosjean, 2012). The government can encourage businesses to expand globally, stimulate economic growth and increase GDP by promoting language learning and cultural understanding. Embracing the global era will allow companies to be able to expand farther and faster than ever before, not only boosting the value of American companies but also stimulating the national and even global economy.

Implementing policies that promote language learning and cultural understanding will help the US government harness the potential of its multicultural population to boost economic growth and increase GDP. As the world becomes more interconnected, investing in linguistic diversity will yield significant economic benefits.

Fostering a multilingual workforce can lead to increased productivity, innovation, and economic expansion. However, the US must overcome the challenges of its education system, which falls behind the other developed nations of the world in teaching foreign languages. Having the government subsidize language immersion programs in high schools and colleges around the country would help facilitate a more multilingual nation and birth innovation

throughout the country. Establishing and promoting public language immersion programs in schools would encourage students to learn a second language by engaging them in practical and experiential learning. Not only would this make learning a second language more practical, but it also would create a fun way to learn in the American students' younger years. These programs would immerse students in a bilingual environment, with instruction in both their native language and the target language, helping guide the students to a higher language proficiency and cultural understanding.

These policies are not implemented everywhere but doing so could greatly benefit the people living there and benefit the country itself. A similar policy that is being used relatively widely is in the Netherlands. In the mid 20<sup>th</sup> century, the Netherlands had a group of bilingual parents who demanded that their children be taught in a bilingual class/school. After what they asked for was granted, other bilingual families demanded the same, the majority being English, German, and French speakers. This turned out to be a successful venture and the European Platform for the internationalization of language began developing networks of schools in order to further this initiative (de Bot, 2014). The Dutch were worried at first that by teaching English or one of the other second languages in school every day, it would affect the development of the mother tongue. After some research done by the ministry of education, this was proven to be untrue. Much research was done around the early 2000's, and these students were closely watched from their early career within the school until graduation.

After graduation the students took a test both in their second language and Dutch before entering the school and after (difficulty of test based on age of student) and the results are as follows: The children improved drastically for. Both vocabulary and grammar in their second language. An interesting addition to this is that students taught by a native speaker of that language scored in a higher percentile than students whose teacher did not speak their chosen language as their first language. On top of that, they found that the test scores of their students which usually can be affected by sociology-economic status, evened out more than during the students' monolingual classes (de Bot, 2014).

Overall, from what it looks like is that this implementation of investing in multilingual education is a short-term success at least. If these students were to be monitored into adulthood and measured as to how they improved economic growth/impact or even organized into the types of jobs and careers they had, it would lead to be concrete long-term evidence of that policy being a just investment. To start, it is a great move, not only are students who are disadvantaged catching up to their peers (a sign of faster cognitive development/being able to access extracurricular learning through their designated school), they are closing gaps that these students, especially in the US cannot usually close without outside help. Although it may be costly, a small-scale investment, similar to what the Netherlands did to start could not possibly hurt, especially since it is investing in the future of the next generation of workers.

The policy that is a bit more ingrained in the world already is corporate language training, proven to be a method way of improving company culture, increasing employee retention rate as well as boosting employee productivity. It is a program that many large and successful companies have already integrated into their system. Many of these programs are used by multinational companies or companies with a lot of global outreaches, that way their customers and employees feel comfortable conversing in a second language or at least hearing

one for much of the day. This type of policy is easier to implement as the company itself pays for it, so it becomes more of a matter of a transaction between the language teacher and the hirer. While this is a positive addition, and many large companies use it. It would be more utilized and easier implemented by smaller companies with less resources if the government implemented a tax break for companies willing to implement a language program, or perhaps a subsidy, something that can aid companies that are not extremely successful but want to greatly benefit themselves and their employees. This increases the cost to the government from 0, but in the end, the workforce will become even more solid than before and increase production output as more employees can reach more customers all over the globe. Not only fostering an increased economic output but also increasing the personal success of that singular employee and company. Policies such as this one is more feasible than extremely long term, expensive policies such as a language school, but the impact will be a bit lesser as it is more difficult to learn a second language as an adult among issues like how much time the worker being taught the new language has left to work before retirement.

These policies are important to research and analyze as not only do the cost-benefit of them vary greatly but some are more easily implemented than others. This is a complex topic that requires a lot of work and help from many people in many countries, that is why it is so difficult to do a large-scale implementation of something people do not know much about. However, as citizens become more globalized as the earth gets older, it will only become easier for these processes to be applied into even more places, and when countries see how this will help their own economy, there will be no going back.

A shortcoming of this research and data is that there are many people who do not truly believe that they need to learn about other languages or cultures at all. Although none of them would be forced to do something they do not want to do, there are ways to revive this capital and enhance it by implementing incentive programs throughout the nation. One such incentive is a language learning scholarship: Providing scholarships and financial incentives to students who excel in foreign language studies would encourage them to continue developing their language skills. This could be in the form of college scholarships, grants, or stipends for participating in study-abroad programs. Not only does this create a want to learn a new language, it also can help ease the increasing burden of student debt. Another idea that fits in a bit farther down the life path for most are special tax breaks for bilingual employees, offering tax breaks to bilingual employees or companies that invest in language training for their workforce would encourage both individuals and organizations to prioritize language learning, creating more value to their brand, increasing revenue and in turn helping boost the GDP of the country. By implementing policies to encourage language learning and providing incentives to those hesitant to learn a second language, the US can better use its linguistic diversity and bolster its economic productivity.

Leveraging linguistic diversity can be a powerful tool for economic growth and expansion. The United States is in a unique position to take advantage of this capital and implement policies and incentives that promote language learning and cultural understanding, by doing so, the US government can facilitate a more multilingual workforce and improve international trade and investment. Investing in linguistic diversity can lead to increased productivity, innovation, and economic expansion, creating a positive loop that benefits both the

people and the economy. However, to fully capitalize on this potential, the US must address the shortcomings of its education system and overcome the reluctance of some individuals to learn about other languages and cultures within the country. With the right policy moves and business/education incentives, the US can create a more diverse workforce, leading to a stronger and more vibrant economy for everyone.

## **Conclusion**

The world is changing every day, people are becoming more educated, more driven, and more successful, but the world economy has taken a blow, and many are discounting the future, as the present has so many problems to address. While the importance of language and culture seems like a miniscule topic considering the hardships many have faced, it is in this vein that the US can create money, jobs, education, and connectivity within the nation. The importance of language skills and cultural understanding should not be overstated, and US government should invest in and support bilingual education, language immersion programs, and incentives for language learning to boost the economy and increase GDP per capita. By creating an extremely educated and worldly workforce, the positives that come from working for, with, and within the US will undoubtedly increase.

The importance of growing the economy through diversity and language is extremely important as it enables a nation to harness the unique talents, perspectives, and cultural insights of its diverse population. By setting the infrastructure for a linguistically diverse workforce, a country can facilitate improved communication and collaboration among its citizens, thereby promoting innovation, productivity, and global competitiveness. The government plays a crucial role in supporting these ideas by investing in policies and programs that encourage language learning and cultural understanding among both businesses and the public. By actively supporting diversity and language learning, the government can create a more inclusive and dynamic economic environment that benefits both businesses and individuals alike. This strategic investment in linguistic and cultural capital is not only a key driver for economic growth but also a foundation for building a more prosperous and harmonious society.

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