Do employers value employees with language and culture skills?

In a survey of 2100 U.S. HR departments...

Language Skills

- 66% of respondents reported identifying foreign language skills as part of the hiring process
- 41% of respondents reported a hiring preference for multilingual applicants

Culture Skills

- 34% of respondents reported a hiring preference for candidates with multicultural experience
- 22% of respondents reported a hiring preference for candidates with international experience

Industries with the greatest demand for foreign language ability

- Government and Public Administration
- Information Services
- Educational Services
- Health Care
- Administrative Services

Skill sets sought in combination with foreign language ability

- Customer Service
- Sales
- Vendor Management
- Marketing

College majors sought in combination with foreign language ability

- Education
- Social Services
- Arts, Humanities, and Social Sciences
- Agriculture, Natural Resources, and Environmental Sciences

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,” by Damari, Rivers, Brecht, Gardner, Pulupa, and Robinson (2017), published in Foreign Language Annals: http://tinyurl.com/FLAnnalsDemand. This infographic was produced by the National Foreign Language Center at the University of Maryland, www.nflc.umd.edu.