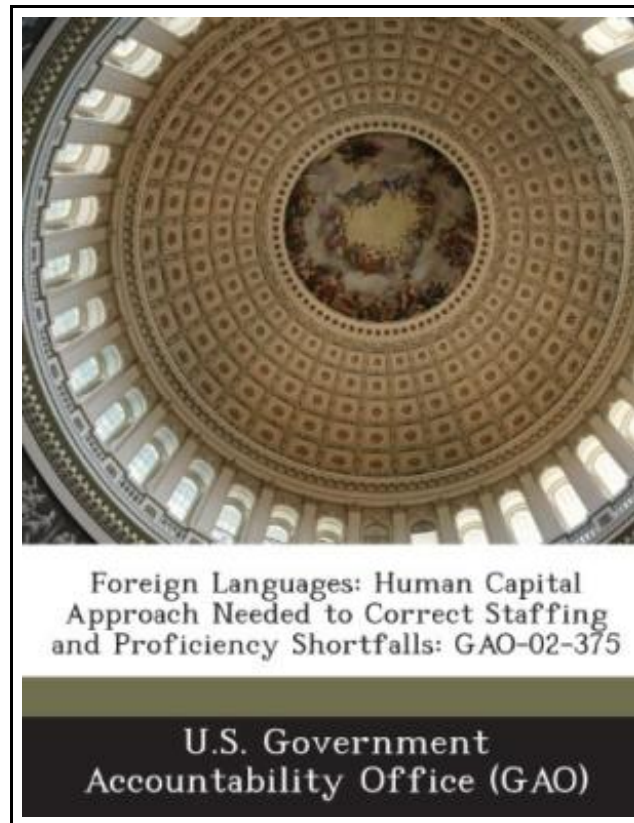


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Bibliogov, United States, 2013. Paperback. Book Condition: New. 246 x 189 mm. Language: English . Brand New Book \*\*\*\*\* Print on Demand \*\*\*\*\*.The changing security environment and the increasing globalization of the U.S. economy have significantly increased the need for federal employees with foreign language skills. GAO reviewed in detail the operations of the following four agencies: the Army, the State Department, the Department of Commerce s Foreign Commercial Service (FCS), and the Federal Bureau of Investigation (FBI). These four agencies reported shortages of translators and interpreters as well as diplomats and intelligence specialists with critical foreign language skills. Agency officials said that these shortfalls have harmed agency operations and hindered U.S. military, law enforcement, intelligence, counterterrorism, and diplomatic efforts. The four agencies use various workforce strategies to meet their foreign language needs, including staff development, such as language training and pay incentives; employee recruitment; contractors; or information technology, such as networked computers and databases. One of the four agencies is trying to resolve its foreign language shortages by focusing on human capital management and workforce planning, as suggested by GAO. The FBI has begun an action plan that links its foreign language program to the Bureau s strategic objectives and program goals. However, the Army, the State Department, and FCS s initiatives are not part of a coordinated plan of action with regard to foreign language recruitment, training, pay incentives, and workforce restructuring.

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