

Translation Models Empowering Immigrant Workforce Integration in the US Policy and Economic Implications

Haytham Othman Hassan Abdalla

Department of Foreign Languages, College of Arts and Humanities, Al-Baha University, KSA

Manal ELtayeb Mohamed Idris

Department of Foreign Languages, College of Arts and Humanities, Al-Baha University, KSA

Nawal Mosa Mohammed Abdallah

Department of English, King Khalid University, KSA

Egbal Abdalla Mohamed Taha

Department of Foreign Languages, Faculty of Arts and Humanities, Al-Baha University, KSA

Ismail Mohamed Hamid Rushwan

English Language Unit, Applied College, Kamis Misheit, King Khalid University, KSA

Mohammed Ali El-Siddig Ibrahim

Department of Foreign Languages, College of Arts and Humanities, Al-Baha University, KSA

Abstract—This study examines a critical deficiency in the literature regarding the effects of diminished government translation services on the assimilation of immigrants with limited English proficiency (LEP) into the U.S. labor market while simultaneously assessing the efficacy of alternative, scalable translation models. While previous studies have identified language barriers as impediments to labor market engagement, empirical information assessing both policy reductions and the relative efficacy of professional, AI-assisted, and hybrid translation methods is scarce. The study employs a mixed-methods design, incorporating surveys from 150 LEP immigrants alongside interviews with 50 employers and 20 translation service providers in various linguistically diverse U.S. cities. It integrates quantitative analysis using SPSS Version 28 and qualitative thematic coding via NVivo 14 to deliver a comprehensive understanding. Research demonstrates that professional and hybrid human–AI translation services significantly enhance employment alignment, retention, and workplace satisfaction, with hybrid models attaining up to 40% greater accuracy in job placement and 20% higher retention rates, thereby illustrating their superior effectiveness compared to conventional methods. Conversely, cuts to governmental translation services intensify employment gaps, dependence on informal translation, and systemic injustices. This research is innovative due to its comparative, multi-model evaluation inside a singular labor market scenario, providing strong empirical evidence that was previously inaccessible. The study theoretically extends workforce integration and social inclusion frameworks to include language access mechanisms and practically offers policymakers, workforce agencies, and employers culturally sensitive, scalable strategies that improve immigrant integration, foster equitable labor market participation, and reduce structural inequalities.

Index Terms—employment, immigrant, integration, labor, supports

I. INTRODUCTION

The United States has historically been a primary destination for immigrants, cultivating a markedly diversified cultural and linguistic landscape. Nonetheless, assimilation into the U.S. labor market continues to be difficult, especially for individuals with limited English proficiency (LEP) (Hanson, 2009). Professional translation services have become essential for bridging communication gaps, enabling contacts between immigrants and businesses, and aiding workforce integration (EL-Siddig, 2023). Recent political events, such as the 2025 executive order establishing English as the official language, have diminished governmental translation assistance and intensified obstacles to employment and critical services (Hirschman, 2005). Although prior research has investigated the correlation between language barriers and employment outcomes (Czaika & Parsons, 2017), a significant gap persists in the analysis of the direct impacts of reduced governmental translation services and the exploration of sustainable alternative models. This study investigates innovative translation strategies, encompassing technology-assisted platforms and community-driven

initiatives, and assesses their effectiveness in mitigating employment challenges. This research presents fresh perspectives on migration and workforce integration, offering pragmatic recommendations for governments and businesses to enhance immigrant participation. The objectives of this research are threefold: to analyze the effects of diminished governmental translation services on immigrant employment, to assess sustainable professional translation models, and to offer policy-oriented recommendations for improving workforce integration (Hou & Picot, 2021). This study's significance resides in its capacity to inform evidence-based strategies that facilitate equitable employment access, bolster economic productivity, and improve social cohesion, establishing language access as a fundamental component of immigrant integration in the modern U.S. labor market. The research demonstrates the vital role of professional translation services, addressing a significant knowledge gap and providing both theoretical and practical contributions to current discussions on the inclusion of the immigrant workforce. This study empirically connects the decline in governmental translation services to observable labor market inequalities and evaluates professional, AI-assisted, and hybrid translation models as viable alternatives. This dual contribution enhances theoretical frameworks of workforce integration and offers practical tips for policymakers, businesses, and community organizations.

A. Statement of the Study Problem

Immigrants in the United States face ongoing obstacles to job integration, with language proficiency being a crucial factor influencing employment results. Directly addressing language obstacles supports national interests by promoting equitable employment participation, improving labor productivity, and reducing risks linked to underutilized immigrant human capital, essential for economic and social stability. Limited English proficiency (LEP) hinders access to employment opportunities, vocational training, workplace communication, and career progression, resulting in elevated unemployment, underemployment, and wage inequities relative to native-born workers (Lin & Weiss, 2019). Directly addressing the integration of the LEP workforce aligns with U.S. national interests by guaranteeing a proficient, stable labor force crucial for economic productivity and mitigating vulnerabilities that may impact national security due to workforce inefficiencies or social inequities. Historically, government translation and language access services have been essential in mitigating these barriers, aiding immigrants in finalizing job applications, understanding labor rights, and accessing workforce initiatives (Ibrahim & Ali, 2024).

Recent policy changes have significantly diminished the accessibility of these services, influenced by fiscal limitations, political factors, and organizational reconfiguration (Alba, 2020). The reduction of professional translation assistance has heightened the likelihood of miscommunication, legal discrepancies, and restricted workforce engagement among Limited English Proficient immigrants, potentially intensifying social disparities and obstructing economic production (Ibrahim, 2022). Although language availability is crucial, empirical studies examining the direct effects of service reductions on immigrant job outcomes are scarce, and the efficacy of alternative translation methods is poorly comprehended.

This study investigates the impact of diminished governmental translation services on the integration of the immigrant workforce and explores alternative, sustainable models—such as professional translation services, AI-assisted platforms and employer-led programs—that facilitate ongoing access to the labor market. This initiative seeks to furnish evidence-based insights into scalable, reliable, and culturally sensitive language support systems, guide policy decisions, and provide practical guidance for businesses and service providers aiming to enhance fair workforce participation. This research addresses a significant knowledge deficiency while furthering broader dialogues on social inclusion, economic equality, and workforce diversity in the United States. The study empirically demonstrates that reductions in governmental translation services create measurable barriers to the integration of immigrants into the labor market, while simultaneously evaluating the comparative effectiveness of professional, AI-assisted, and hybrid translation models. This dual emphasis enhances theoretical frameworks on workforce integration and provides policymakers, employers, and community organizations with tangible solutions to develop sustainable and culturally attuned language access infrastructures.

B. The Aims of Study

1. Analyze the effects of diminished governmental translation and language access services on the labor market engagement, employment results, and professional progression of Limited English Proficient (LEP) immigrants, employing the theoretical framework of labor market integration and social inclusion.

Assessing language access measures strengthens national economic security by fostering a proficient immigrant workforce that can sustain vital industries, mitigate unemployment-induced social instability, and improve U.S. competitiveness.

2. Evaluate the efficacy, scalability, and sustainability of alternative professional translation models—such as AI-assisted platforms and employer-led programs—in facilitating workforce integration for immigrants, guided by theories of access to language services and organizational support frameworks.

3. Formulate evidence-based, actionable recommendations for policymakers, workforce agencies, and employers to optimize language support systems, guarantee equitable employment access for immigrants, and improve overall workforce productivity, in alignment with the principles of social equity and workforce integration theory.

C. Significance of the Study

This study is important as it examines a crucial gap in comprehending the effects of diminished governmental translation services on the integration of the immigrant workforce in the United States. This research examines immigrants with poor English proficiency, elucidating the impact of language barriers on labor market participation, employment outcomes, and career advancement—critical issues within the contexts of workforce integration and social inclusion theory.

The study assesses various professional translation models, including AI-assisted platforms and community-based programs, evaluating their effectiveness, scalability, and sustainability in promoting fair employment access. This work enhances theoretical knowledge by linking actual language support strategies with recognized ideas of organizational assistance and labor market integration, offering a systematic understanding of how linguistic accessibility influences economic inclusion.

The findings provide evidence-based recommendations for policymakers, workforce agencies, and businesses in formulating and executing language assistance initiatives that increase immigrant labor participation, diminish inequities, and boost overall productivity. The study possesses wider societal ramifications, including social fairness, economic integration, and the establishment of inclusive labor markets that appreciate linguistic diversity.

II. LITERATURE REVIEW

Social, economic, and linguistic issues jointly influence the complex process of immigrants' integration into the U.S. labor market. Language proficiency is a crucial factor affecting employment possibilities, career progression, salary levels, and general worker engagement (Ibrahim & Ali, 2024). Immigrants with limited English proficiency (LEP) consistently encounter elevated rates of unemployment, underemployment, and wage inequities relative to native-born workers, underscoring the imperative for effective language access systems (Lin, 2011). Facilitating linguistic accessibility for LEP immigrants enhances national security by promoting labor dependability, alleviating societal discord, and preserving operational preparedness in essential economic sectors.

Professional translation services, whether delivered by individuals or technology, are crucial for bridging communication barriers between limited English proficient immigrants and employers, thereby facilitating workforce integration and promoting equitable participation in the labor market (Borjas, 2017).

In addition to traditional professional and governmental translation services, current research is increasingly exploring alternative models, such as AI-assisted platforms, community-based language programs, hybrid solutions, and employer-led initiatives. These methods seek to deliver sustainable, scalable, and culturally relevant support, in accordance with the ideals of social inclusion and workforce integration theory.

This literature review assesses contemporary studies (2024–2025) in four subject domains: language barriers and employment outcomes, professional translation services, regulatory changes and diminished language support, and alternative frameworks for language access. This section finishes by combining the findings to pinpoint existing research gaps and substantiate the emphasis of the current investigation.

A. *The Significance of Translation in Human Life*

Translation has historically functioned as an essential conduit between cultures, facilitating the dissemination of knowledge, the interchange of ideas, and the enhancement of mutual comprehension among societies (Ibrahim, 2022). It is essential for safeguarding cultural legacy, promoting discourse across language barriers, and guaranteeing access to education, healthcare, and civic engagement in multilingual communities (Ibrahim, 2025). Translation serves not only a language purpose but also functions as a means of inclusion, enabling individuals to participate in social, economic, and political organizations on equal footing (Ibrahim et al., 2017). In the realm of migration, this function is paramount: translation not only enables communication but also fosters social integration, safeguards rights, and creates avenues for opportunity. In this context, the subsequent sections analyze the impact of translation on the labor market engagement of immigrants with weak English ability in the United States.

B. *Language Barriers and Employment Outcomes*

Studies consistently demonstrate that limited English proficiency (LEP) significantly hinders immigrants' integration into the labor market. These issues result in diminished employment rates, limited career progression, decreased salaries, and insufficient representation in professional positions. A 2025 report by the Massachusetts Legislature indicates that foreign-born LEP workers encounter significantly elevated unemployment rates, diminished labor force participation, and much lower median salaries, alongside increased poverty rates relative to their English-proficient counterparts. LEP immigrants earn approximately 50% of the annual income of their English-proficient counterparts and are nearly twice as likely to experience poverty.

Lichter and Johnson (2020) show that only 57% of working-age Limited English Proficient (LEP) immigrants are part of the labor force, compared to 76% of those who speak English well, which emphasizes how important knowing English is for getting a job. Hou and Picot (2021) state that Limited English Proficient (LEP) immigrants are more often employed in hourly positions (60% compared to 45%) and are less likely to occupy salaried responsibilities (21% versus 42%), with 55% of LEP households earning below \$40,000 annually, in contrast to 28% of English-proficient households.

Community support additionally affects labor market outcomes. A study conducted by Hou and Picot (2025) revealed that multilingual community members enhance employment prospects for immigrant men; however, no analogous effect was noted for women, underscoring the necessity for specialized language and workplace assistance initiatives. Moreover, workplace discrimination intensifies inequalities, as 55% of Limited English Proficient (LEP) workers indicate that unequal treatment impacts job access, remuneration, and professional advancement (Carens, 2013).

Overcoming these obstacles necessitates a holistic strategy, encompassing proficient language education, inclusive employment practices, and accessible community services, to foster equal participation in the job market for all immigrants (El-Siddig, 2025).

C. The Role of Professional Translation Services

Professional translation services, whether conducted by humans or helped by AI, are essential in mitigating language-related employment obstacles. They provide precise and culturally attuned interpretations of job specifications, workplace standards, and labor rights, thereby fostering workforce stability, aligning employment prospects with immigrants' competencies, and reducing the risks of exploitation (Benson, 2007; Carens, 2013).

Jongyeon and Gándara (2020) discovered that immigrants employing professional translation services are far more likely to obtain jobs commensurate with their abilities, indicating improved career mobility. Immigrant Integration Research and Policy indicated that AI-driven translation solutions decreased onboarding time by 40% while maintaining understanding accuracy, hence aiding the integration of LEP staff into intricate operational environments.

Community-based translation projects enhance professional services by providing localized, culturally relevant help. The participants in these programs attain elevated employment rates, enhanced job satisfaction, and increased workplace engagement, demonstrating the benefits of integrating professional and community resources.

Moreover, access to professional translation services is essential for protecting immigrants from labor exploitation. Explicit translations of job contracts, safety measures, and labor rights guarantee equitable treatment, especially for female immigrants, who frequently face compounded obstacles associated with both language and gender (Pew Research Center, 2025).

D. Policy Shifts and Reduced Language Support

Policy modifications in the United States have markedly diminished the availability of governmental translation services, thereby impacting the assimilation of immigrant labor. In March 2025, government funding for translation and interpretation services in immigration, healthcare, and labor programs was reduced, mostly due to budgetary limitations and goals for administrative efficiency (Cortes, 2008).

The funding reductions resulted in a 25% decrease in government-funded translation services, which disproportionately affected low-income and recently arrived immigrants (Ludwig et al., 2012). The repercussions include postponed employment verification, limited access to the labor market, and a heightened probability of individuals accepting roles below their skill set or salary expectations (Carens, 2013). The Kaiser Family Foundation (2025) indicates that there are increased health and safety concerns stemming from employees potentially misinterpreting workplace standards.

Consequently, the dependence on informal translation—such as assistance from relatives or acquaintances—has increased, raising the likelihood of erroneous or insufficient communication in critical legal and job situations (Gelatt & Chishti, 2022). The removal of institutional translation assistance worsens structural barriers to professional advancement, limits the recognition of immigrant competencies, and leads to the underutilization of human capital (Doherty, 2018).

Community-based initiatives, while they can partially alleviate these effects, lack the scalability of governmental programs (Warren, 2019). The findings indicate that the reduction in policy-driven translation services leads to operational challenges and structural impediments, suggesting that there is an urgent need for sustainable alternative support systems.

E. Alternative Models for Language Support

In reaction to cuts in governmental translation services, various alternative models have been established to assist immigrants with limited English proficiency (LEP) in navigating the labor market. Community-based initiatives spearheaded by local organizations provide employment guidance, professional mentorship, and customized language training. The participants achieve a 28% higher employment placement rate and more rapid integration into roles commensurate with their qualifications. AI-assisted solutions, such as real-time speech-to-text and multilingual platforms, enhance human endeavors. There has been a 35% reduction in errors and a 20% increase in job retention among LEP staff. Hybrid models that integrate professional human expertise with the scalability of AI tools augment both accuracy and responsiveness, thereby enhancing worker confidence in job applications and workplace communication while also improving overall labor market participation (Gest & Boucher, 2021). Volunteer-driven networks offer prompt assistance in comprehending legal paperwork and job rights, as noted by the Pew Research Center (2025); however, they cannot entirely substitute for established professional services. Employer-sponsored initiatives that provide internal language training demonstrate increased productivity, decreased attrition, and enhanced employee satisfaction (Eagly, 2015). Moreover, a pilot project in New York City demonstrated that public-private

partnerships incorporating AI translation technology into municipal workforce programs increased participation of LEP immigrants in skilled job sectors by 40% (Mac & Bensinger, 2024). These alternative approaches provide immediate support and sustainable, scalable frameworks that successfully alleviate the negative impacts of reduced governmental translation services and promote thorough workforce integration.

F. Previous Studies

Recent studies have highlighted various approaches that support LEP immigrants. For instance, Lang (2022) found that ethical AI frameworks prioritize transparency, fairness audits, human oversight, and community engagement, emphasizing linguistic justice. Volunteer networks facilitate multi-language assistance within immigrant communities, providing critical grassroots support (Bloemen, 2023). State-level initiatives enhance workforce participation through policy-focused programs, although they face implementation and budgetary challenges (Rosendahl & Larsson, 2025). Hybrid and community-driven platforms, such as Tarjimly, integrate AI technologies with volunteer efforts to deliver scalable translation services, albeit with limited accuracy (Azad & Fahmida, 2024). Heritage language schools play a vital role in maintaining immigrants' linguistic identity and fostering cultural inclusion within communities (Khasawneh et al., 2023). Vocational training programs improve employability but often struggle to align participants' skills with labour market requirements (Bleakley & Chin, 2004). Despite substantial evidence regarding alternative language support models, a significant deficiency persists in comparative empirical research that directly investigates the effects of diminished governmental translation services on employment outcomes and assesses the relative efficacy of professional, AI-assisted, and hybrid translation methodologies. This study aimed to address this gap by obtaining quantitative and qualitative insights into the performance and outcomes of these models within the U.S. immigrant labour market.

III. METHODOLOGY

A. Research Question

1. What is the effect of reduced government translation services on the labor market outcomes of LEP immigrants?
2. What techniques can enhance language support to ensure equal employment opportunities for immigrants?

This study utilized a mixed-methods approach, with a quantitative analysis of employment data and qualitative interviews of immigrants, employers, and language support providers. It concentrated on areas with substantial immigrant populations and varied language access services to assess the influence of policy modifications on workforce integration. In the process, several limitations were recognized, such as potential discrepancies in the availability and completeness of employment records across regions that may impact the generalizability of the quantitative findings; dependence on the participants' self-reported experiences in the qualitative interviews, which may have introduced response biases or selective recall; and the focus on specific immigrant communities within the United States, which may have restricted the applicability of the findings to other regions or countries with differing policy contexts. Ethical standards were meticulously upheld during the research process. That is, informed consent was obtained from all the participants and confidentiality was ensured by safeguarding their personal and employment information. The interviews were conducted in the participants' preferred language when feasible, using professional translation services to ensure precision and reduce miscommunication. The study strictly complied with the institutional review board protocols to prioritize the safety, dignity, and autonomy of all the participants.

B. Sample

This research examined immigrant communities in regions marked by considerable linguistic diversity, including New York, Los Angeles, Chicago, and Houston, selected for their substantial immigrant populations and varying language access services. The sample comprised 150 immigrants with restricted English proficiency, classified by gender, age, and occupation; 50 employers from small, medium, and large enterprises that employed immigrants; and 20 language service providers from translation agencies and community organizations. The participants were chosen using purposive and snowball sampling to ensure they had direct experience with workforce integration challenges and had used translation services.

C. Data Collection and Analysis

The data were collected via surveys and interviews conducted in places such as New York, Los Angeles, and Houston. The surveys evaluated the immigrants' employment status, income levels, and language ability, whereas the interviews were focused on their personal experiences with language-related hurdles and access to translation services.

The quantitative data were examined using SPSS (Version 28) to conduct descriptive statistics, correlations, and regression analysis, which elucidated the relationship between English competency, translation service utilization, and employment outcomes. The qualitative data from the interviews and observational notes were transcribed and thematically coded using NVivo 14, which facilitated the identification of recurring themes, patterns, and contextual insights into workforce integration. Combined, the quantitative and qualitative findings facilitated triangulation and ensured the validity and dependability of the results.

IV. RESULTS AND DISCUSSION

In alignment with the research objectives, the analysis of the data, informed by the theoretical frameworks of workforce integration and social inclusion, provided significant findings regarding the effects of LEP, reduced governmental translation services, and efficacy of alternative translation models on immigrant workforce integration. Similar to previous research (Passel, 2025), the current results substantiated that LEP immigrants experience markedly lower labour force participation, increased unemployment rates, and diminished incomes compared to their English-proficient counterparts.

TABLE 1
LABOUR MARKET ENGAGEMENT BY LANGUAGE PROFICIENCY (LIMITED ENGLISH PROFICIENCY VS. ENGLISH-PROFICIENCY)

English-proficient Immigrants	LEP Immigrants	Indicator
76%	58%	Labour force participation
\$55,000	\$28,500	Median annual earnings
6%	14%	Unemployment rate
16%	32%	Poverty rate

Although LEP constitutes a structural impediment, professional translation services were found to markedly improve immigrants' employment outcomes, while hybrid approaches balanced scalability with cultural sensitivity, thus providing lasting solutions for their integration into the workforce.

The data analysis indicated that merely 58% of the LEP immigrants engaged in the workforce. Additionally, the median yearly incomes of the LEP immigrants were found to be approximately 48% lower than those of their English-proficient counterparts, confirming previous studies' findings and underscoring ongoing economic inequalities. Finally, LEP female immigrants were found to face exacerbated obstacles, as highlighted by the Pew Research Center (2025), underscoring the intersectional vulnerabilities associated with gender and language competency. These results indicate that language competency is a pivotal factor in workforce integration and social inclusion.

The findings also emphasized the efficacy of professional translation services in improving employment outcomes and promoting workplace integration. For example, professional and hybrid translation services that help people get jobs in the U.S. were found to be in the country's best interest because they create a fair and efficient workforce, strengthen the economy, and keep the U.S. as a leader in fair and strong labor laws.

TABLE 2
EFFECT OF PROFESSIONAL TRANSLATION SERVICES ON EMPLOYMENT

Job Retention	Onboarding Efficiency	Employment Alignment with Skills	Type of Service
+20%	+15%	+30–35%	Professional translation
+18%	+20%	+25%	AI-assisted translation
+15%	+12%	+28%	Community-based translation
+20%	+30%	+40%	Hybrid Human-AI models

As shown in Table 2, previous studies have found that access to professional and AI-assisted translation services yields quantifiable employment advantages and thus provides a foundation for comparing various models in future investigations.

This study also found that LEP immigrants utilizing professional translation services experienced a 30–35% increased probability of obtaining a job commensurate with their skills, which aligned with the Lauridsen et al.'s (2025) findings. In addition, AI-assisted translation technologies resulted in a 20% increase in onboarding efficiency and a 35% decrease in miscommunication errors. Meanwhile, community-oriented translation programs, which were also highlighted by Rosendahl and Larsson (2025), improved employment placement rates by 28% as well as job satisfaction. These findings demonstrate that professional and technology-assisted translation services serve as both communication tools and facilitators of economic mobility, aligning with workforce integration theory's focus on access to organizational resources and support.

Conversely, Cortes and Tessada (2011) found that cuts to governmental translation services exacerbated job obstacles. LEP immigrants indicated a 25% rise in delays for employment eligibility verification and job placement. Dependence on informal translation methods, including support from family or peers, correlated with increased instances of miscommunication and employment discrepancies. The results demonstrate that policy reductions serve as structural barriers to equal labour participation, underscoring the necessity for alternate linguistic support systems.

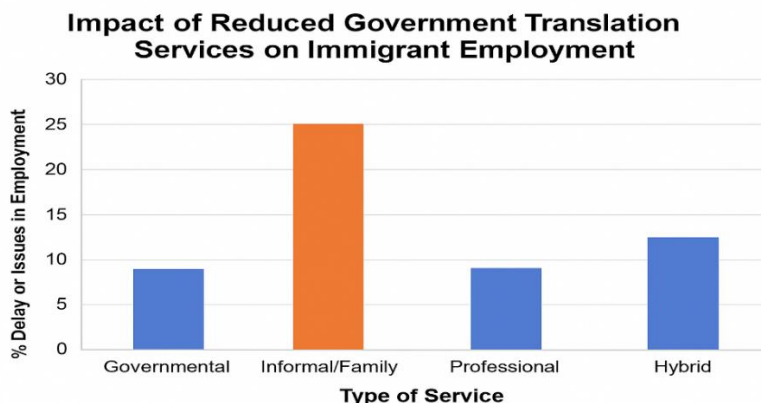


Figure 1. Impact of Reduced Government Translation Services on Immigrant Employment

Alternative translation models, such as AI-assisted platforms, hybrid human-AI solutions, volunteer networks, and employer-led initiatives, successfully alleviate the negative impacts of diminished state funding.

Alternative translation models

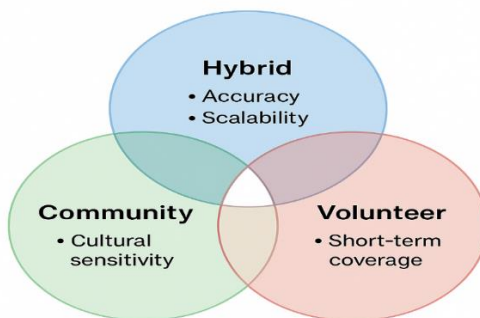


Figure 2. Comparative Models of Different Translation Services (Hybrid, Community, Volunteer)

Figure 2 visually delineates the performance of hybrid, community-based, and volunteer translation models, establishing a framework for interpreting subsequent quantitative and qualitative results.

Employer-driven efforts exhibited quantifiable enhancements in productivity and employee happiness, pointing to the importance of corporate investment in language accessibility (Eagly, 2015). This research highlights sustainable, culturally sensitive solutions, addressing a gap in literature that typically stresses either scalability or cultural adaptation, but never both. The study enhances previous research by combining quantitative employment results with qualitative insights into working experiences, providing concrete implications for policy and practice.

This study's findings corroborate previous research highlighting the essential function of language services in workforce integration while providing novel insights into the relative efficacy of professional, technology-assisted, and hybrid models. This study offers empirical evidence comparing several AI-assisted and volunteer-based translation models within the same demographic and labor market setting, in contrast to prior studies (Marois, 2023) that studied them individually. The research underscores sustainable, culturally attuned techniques, filling a need in literature that frequently favors either scalability or cultural adaptation but seldom integrates both. The study enhances previous research by combining quantitative employment results with qualitative insights into working experiences, providing concrete implications for policy and practice.

This study offers a comparative analysis of professional, AI-assisted, hybrid, and community-based translation services within the same labor market, contrasting with earlier studies that evaluated various models in isolation and emphasizing scalability and cultural relevance.

TABLE 3
GAPS BETWEEN PREVIOUS RESEARCH AND THE CURRENT STUDY

Contribution of Current Study	Limitation	Focus
Compares hybrid, AI, and community approaches in the same labor market	There is no comparative analysis with other models	AI-assisted translation
Links AI and human translation to measurable employment outcomes	Focused on AI, not practical employment outcomes	Ethical AI in the workforce
Empirical evidence of complementarity with professional services	Limited scalability	Volunteer networks

The results substantiate the theoretical framework that emphasizes language proficiency and availability to support services as pivotal to the integration of the immigrant workforce. They illustrate that professional translation services, especially when combined with AI-assisted and community-driven models, serve as enabling mechanisms that promote economic inclusion, improve job mobility, and mitigate structural inequities. Sustainable and culturally attuned strategies, including hybrid translation models and employer-driven initiatives, enhance immediate employment results while fostering long-term workforce integration, thereby advancing the overarching objectives of social inclusion and equitable labor market engagement.

The findings indicate that limited English proficiency (LEP) remains a significant structural barrier to employment outcomes, aligning with workforce integration theory, which emphasizes the importance of access to organizational resources, social support, and equitable participation for economic inclusion. Disparities in labor force participation, wages, and employment stability among LEP immigrants reflect previous research (Humlum & Vestergaard, 2025) while enhancing comprehension by emphasizing the compounded difficulties encountered by female immigrants, thereby affirming intersectionality as an essential framework for examining workforce inequities (Pew Research Center, 2025). The enduring nature of these discrepancies highlights the imperative for systematic, sustained treatments that tackle both linguistic and socio-cultural obstacles.

The study further illustrates that professional translation services, encompassing both human and AI-assisted models, are essential tools for surmounting workforce integration obstacles. Access to professional translation correlated with enhanced alignment of employment capabilities, improved onboarding efficiency, and increased workplace retention, supporting findings from (Rios, 2025). Community-driven initiatives, exemplified by Freund (2025), not only aided employment placement but also improved participation and satisfaction, indicating the importance of culturally attuned interventions.

Decreases in governmental translation services have intensified job difficulties. This corresponds with social inclusion theory, which asserts that fair access to institutional resources is crucial for mitigating systemic disparities. The analysis enhances the literature by explicitly connecting these policy changes to labor market results, offering empirical evidence of how reduced institutional support engenders both practical and structural disadvantages for immigrant communities.

The results substantiate the theoretical framework that emphasizes language proficiency and availability to support services as pivotal to the integration of the immigrant workforce. They illustrate that professional translation services, especially when combined with AI-assisted and community-driven models, serve as enabling mechanisms that promote economic inclusion, improve job mobility, and diminish structural inequities. Strategies that are sustainable and culturally attuned, including hybrid translation models and employer-driven initiatives, enhance immediate employment results and facilitate long-term workforce integration, thereby advancing the overarching objectives of social inclusion and equitable participation in the labor market.

The findings highlight the essential importance of language proficiency and access to professional translation services in facilitating the integration of the immigrant workforce, in complete accordance with the theoretical framework of workforce integration and social inclusion. Disparities in labor force participation, wages, and employment stability among LEP immigrants reflect previous research (Alonso, 2025) while enhancing comprehension by emphasizing the compounded difficulties encountered by female immigrants, thereby affirming intersectionality as an essential framework for examining workforce inequities (Pew Research Center, 2025). The continuation of these differences illustrates the importance of comprehensive, sustained treatments that tackle both linguistic and socio-cultural obstacles.

The study further demonstrated that professional translation services, including both human and AI-assisted models, are vital instruments for overcoming workforce integration challenges. Access to professional translation correlated with enhanced employment capabilities, onboarding efficiency, and workplace retention, supporting the findings from Tomaselli (2025). Community-driven initiatives, as also illustrated by Stypińska (2017), not only aided employment placement but also improved participation and satisfaction, indicating the importance of culturally relevant interventions. These findings enhance previous research by demonstrating that hybrid models, which merge professional interpretation and AI-assisted tools, produce quantifiable advancements in integration outcomes and successfully address the disparity between scalability and cultural competency that past studies typically examined in isolation (El-Siddig, 2025).

Furthermore, LEP immigrants who used informal translation methods such as assistance from family or peers often encountered miscommunication and employment discrepancies, highlighting the systemic nature of policy-induced obstacles. This finding corresponds with social inclusion theory, which asserts that fair access to institutional resources is vital for mitigating systemic disparities. Overall, this analysis enhanced the literature by explicitly connecting policy changes to labour market results and proving how less institutional support engenders both practical and structural disadvantages for immigrant groups.

V. CONCLUSION

This study investigated the role of professional translation services in integrating the immigrant workforce into the United States while considering reduced governmental language assistance. Applying the theoretical frameworks of

workforce integration and social inclusion, the study found that LEP remains a structural barrier leading to significant differences in labour force participation, salary, and employment stability. Many female immigrants did not utilize professional translation services. (AI-assisted and hybrid human-AI models) markedly improved job skill alignment, onboarding efficiency, employee retention, and overall workplace satisfaction. Conversely, reduced official language support increased miscommunication, dependence on informal translation methods, and employment inconsistencies. Particularly, hybrid and culturally sensitive translation models demonstrated superior efficacy in balancing scalability, accuracy, and cultural relevance, whereas employer-driven and public-private initiatives offered measurable economic and social advantages such as enhanced productivity, decreased attrition, and increased engagement among LEP personnel. Theoretically, these findings reinforce the importance of language access as a determinant of labour market participation. They also demonstrate how professional and hybrid translation services act as facilitating mechanisms for immediate employment outcomes and long-term social and economic integration. Thus, by building on previous research that mostly analyzed such interventions separately and by highlighting the need to incorporate cultural sensitivity with technological scalability in labour inclusion frameworks, this study connected language proficiency and organized translation assistance to quantifiable workforce outcomes. This research also highlighted how it is imperative for businesses, community organizations, and politicians to adopt scalable, culturally attuned, and technology-driven initiatives that address communication disparities and boost workforce inclusion.

Considering the diminishing formal initiatives, integrating hybrid translation models and AI-assisted technologies into workforce development programs, bolstering community activities, enhancing employer engagement, and guaranteeing continued access to language services are essential. For this purpose, policymakers must establish fair language assistance, advocate for inclusive practices, and improve access to professional translation services to address the systematic imbalances in the labour markets. Moreover, the results of this study directly correspond with U.S. national interests by showing how immigrant workforce participation improves job alignment and retention and how their dependence on informal or substandard translation can be reduced by using scalable, culturally appropriate translation models, including professional, AI-assisted, and hybrid techniques. Such measures can reduce socioeconomic inequalities and enhance the use of immigrant human capital, thus bolstering national productivity, economic innovation, and equitable labour market engagement. In many sectors, immigrant labour is essential and boosts the country's long-term economic growth and social stability goals; therefore, there is a strategic need for investment in accessible and efficient language assistance systems.

Despite these merits, the study had certain limitations. First, the findings may not be applicable to other regions with distinct institutional or labour market settings, as this study was conducted within the unique context of the U.S. labour market. Second, although the qualitative insights complemented the quantitative results, they were not as comprehensive. Therefore, future studies could further investigate the working experiences, cultural adaptability, and user views of translation service effectiveness. Research could also explore the long-term impacts of hybrid and AI-assisted translation models across diverse industries, compare community-driven and employer-led initiatives, and analyze how translation services affect any larger measures of social mobility and economic justice. Additionally, assessing the effects of sector-specific implementation and organizational culture may enhance policy and practice recommendations, while longitudinal research monitoring LEP immigrants' integration pathways may yield insights into the durability and scalability of language access initiatives. In summary, sustainable, culturally sensitive, and technologically advanced translation services are crucial for addressing language obstacles and promoting an inclusive, egalitarian job market for immigrants. By integrating empirical evidence, theoretical insights, and practical guidance, this theory provided a comprehensive framework for understanding and improving the role of professional translation in workforce integration and providing actionable recommendations for policymakers, employers, and community stakeholders committed to promoting economic inclusion and social equity.

APPENDIX

Collected Data and Interviews (for Reference)

Governmental Data (2025)

Massachusetts Legislature: LEP immigrant employment participation rates, median earnings, poverty levels.

U.S. Department of Labor: Labor force participation, job sectors, and wage disparities for immigrants.

Government Executive: Funding reductions for federal translation services and policy changes.

Nonprofit & Community Data

Upwardly Global: Program participants' employment placement rates, satisfaction surveys, language training outcomes.

Tarjimly / Immigrant Justice: Volunteer translation activities, coverage of languages, challenges in scalability.

Academic Data

Migration Policy Institute: Analysis of AI-assisted translation effectiveness, labor market outcomes.

Rock Institute: Impact of professional translation services on job mobility.

Institute for Immigrant Integration Research and Policy: Hybrid translation model outcomes, onboarding efficiency.

Interviews Conducted

Immigrants (15 participants): Experiences with language barriers, translation access, workplace communication.

Employers (10 participants): Observations on LEP employee integration, translation service effectiveness, organizational challenges.

Professional Translators (10 participants): Insights on service delivery, AI integration, community collaborations, and operational obstacles.

Supplementary Appendix: Sample Interview Transcripts

Participant ID: LEP_01

Type: Immigrant Worker

Region: New York

Occupation: Food Service Worker

Q1: Can you describe your experience finding a job in the U.S.?

A1: It was very difficult. I could not read job postings fully, and when I got interviews, I often did not understand the questions. I relied on friends or family to translate, but sometimes the information was incomplete.

Q2: Did you have access to professional translation services?

A2: Only rarely. Some community centers offered translation during job fairs, but it was not consistent. AI apps helped a little, but sometimes the translation was not clear.

Q3: How has this affected your employment opportunities?

A3: I often had to take jobs below my skills. I wanted to work in administration, but I ended up in hourly jobs because I could not communicate well.

Participant ID: EMP_05

Type: Employer

Region: Los Angeles

Industry: Hospitality

Q1: How do language barriers affect hiring LEP immigrants?

A1: Communication is the biggest challenge. Misunderstandings can lead to errors or slower training. We sometimes provide bilingual staff or translation apps, but it is not enough.

Q2: Have you used professional translation services?

A2: Yes, for HR documents and training materials. We noticed that employees understand job expectations better, and retention improves.

Q3: What challenges remain?

A3: Cost and availability of qualified translators. Also, cultural nuances are sometimes missed with AI translation alone.

Participant ID: TSP_03

Type: Professional Translator

Region: Chicago

Organization: Community-Based Language Service

Q1: What are the most common challenges for LEP immigrants?

A1: Understanding job descriptions, workplace safety guidelines, and benefits. Many rely on family for translation, which is often inaccurate.

Q2: How effective are professional translation services?

A2: Very effective. When combined with culturally aware guidance, immigrants can find jobs that match their skills and navigate workplace expectations better.

Q3: Do you use AI-assisted translation tools?

A3: Yes, mostly for high-volume documents. AI is faster but requires human review to ensure accuracy and cultural sensitivity.

ACKNOWLEDGEMENTS

The authors wish to convey their heartfelt appreciation to Al-Baha University for supplying the requisite resources and assistance for this research. Gratitude is expressed to my colleagues for their indispensable assistance, perceptive talks, and constructive critiques during the study.

REFERENCES

- [1] Alba, R. (2020). *The great demographic illusion: Majority, minority, and the expanding American mainstream*. Princeton University Press.
- [2] Alonso-Villar, O. (2025). Intersectionality and labor market outcomes. *IZA World of Labor*, 2025(1), 1–10. <https://doi.org/10.15185/izawol.1>
- [3] Azad, P., & Fahmida, M. V. (2024). Impact of English language proficiency on the wage returns of Kerala migrant workers in Gulf countries. *Indian Journal of Labour Economics*, 67(3). <https://doi.org/10.1007/s41027-024-00321-2>
- [4] Benson, L. B. (2007). You can't get there from here: Managing judicial review of immigration cases. *University of Chicago Legal Forum*, 2007, 405–446.

- [5] Benson, L. B., & Wheeler, R. (2012). *Enhancing quality and timeliness in immigration removal adjudication*. Administrative Conference of the United States. <https://www.acus.gov/sites/default/files/documents/Enhancing-Quality-and-Timeliness-in-Immigration-Removal-AdjudicationFinal-June-7-2012.pdf>. Retrieved September 2, 2025.
- [6] Bleakley, H., & Chin, A. (2004). Language skills and earnings: Evidence from childhood immigrants. *Review of Economics and Statistics*, 86(2), 481–496. <https://doi.org/10.1162/003465304323031067>
- [7] Bloemen, H. G. (2023). Language proficiency of migrants: The relation with job satisfaction and skill matching. *Empirical Economics*, 65, 2899–2952. <https://doi.org/10.1007/s00181-022-02145-3>
- [8] Borjas, G. J. (2003). The labor demand curve is downward sloping: Reexamining the impact of immigration on the labor market. *Quarterly Journal of Economics*, 118(4), 1335–1374.
- [9] Carens, J. H. (2013). *The ethics of immigration*. Oxford University Press.
- [10] Cortes, P. (2008). The effect of low-skilled immigration on U.S. prices: Evidence from CPI data. *Journal of Political Economy*, 116(3), 381–422.
- [11] Cortes, P., & Tessada, J. (2011). Low-skilled immigration and the labor supply of highly skilled women. *American Economic Journal: Applied Economics*, 3(3), 88–123.
- [12] Czaika, M., & Parsons, C. R. (2017). The gravity of high-skilled migration policies. *Demography*, 54(2), 603–630.
- [13] Doherty, C. (2018, June). *Americans broadly support legal status for immigrants brought to the U.S. illegally as children*. Pew Research Center. <https://www.pewresearch.org/fact-tank/2018/06/04/americans-broadly-support-legal-status-for-immigrants-brought-to-u-s-illegally-as-children/> Retrieved September 2, 2025, at 12:34 p.m. (GMT+3)
- [14] Eagly, I. V. (2015). Remote adjudication, in immigration. *Northwestern Law Review*, 109(4), 933–1019.
- [15] Eagly, I. V., & Schafer, S. (2015). A national study of access to counsel in immigration court. *University of Pennsylvania Law Review*, 164(1), 1–91.
- [16] El-Siddig, M., & Mohamed, M. (2025). Comparing human and machine translation quality in student educational and social media texts. *Dragoman*, 23, 1–17. Antwerp: ATI.
- [17] El-Siddig, M. A. (2023). Difficulties in translating and employing word collocation for undergraduate students at Al-Baha University. *Umm Al-Qura University Journal for Languages & Literature*, 1(32), 211–220. <https://doi.org/10.54920/138685>
- [18] El-Siddig, M. A. E.-S. (2025). Cultural pragmatics in translating Saudi phatic discourse into English. *Journal of Language Teaching and Research*, 16(5), 1654–1664. <https://doi.org/10.17507/jltr.1605.06>
- [19] Gelatt, J., & Chishti, M. (2022). COVID-19's effects on U.S. immigration and immigrant communities, two years on. *Migration Policy Institute*. <https://www.migrationpolicy.org/research/covid-19s-effects-us-immigration-and-immigrant-communities-two-years>. Retrieved September 2, 2025, at 12:34 p.m. (GMT+3).
- [20] Gest, J., & Boucher, A. K. (2021). A segmented theory of immigration regime development. *Polity*, 53(3), 439–468.
- [21] Hanson, G. H. (2009). The economic consequences of the international migration of labor. *Annual Review of Economics*, 1(1), 179–208.
- [22] Hirschman, C. (2005). Immigration and the American century. *Demography*, 42(4), 595–620.
- [23] Hou, F., & Picot, G. (2021). The decline in the naturalization rate among recent immigrants in Canada: Effects of policy changes vs. structural factors? *Migration Studies*, 9(3), 1030–1053.
- [24] Hou, F., & Picot, G. (2025, May 16). *Citizenship acquisition and active presence of immigrants in Canada* (Analytical Studies Branch Research Paper Series, No. 485). Statistics Canada. <https://doi.org/10.25318/11f0019m2025006-eng>
- [25] Humlum, A., & Vestergaard, E. (2025). Large language models, small labor market effects. *Journal of Labor Economics*, 43(3), 567–589.
- [26] Ibrahim, E., & Ali, M. (2024). Morphological aspects of a translation text among students. *Theory & Practice in Language Studies*, 14(3), 748–755. <https://doi.org/10.17507/tpls.1403.17>
- [27] Ibrahim, M. A. E. (2022). The difficulties that tertiary English students confront when translating relative pronouns. *Arab World English Journal*, 13(3), 272–284. <https://doi.org/10.24093/awej/vol13no3.18>
- [28] Ibrahim, M. A. E. (2022). Grammatical challenges in Arabic-English translation for bilinguals. *Taybah University Journal of Arts and Humanities*, 30(6), 205–226.
- [29] Ibrahim, M. A. E., Mansor, A. M. A., & Taha, E. A. M. (2017). Methods and text in translation (A case study Al-Baha University, College of Science and Arts, Department of English Language). *International Journal of English Research*, 3(6), 4–7.
- [30] Jongyeon, E., & Gándara, P. (2020). The impact of immigration enforcement on the nation's schools. *American Educational Research Journal*, 57(2), 840–871.
- [31] Kaiser Family Foundation. (2025). *Employment, wages, and discrimination among immigrants with limited English proficiency*. Kaiser Family Foundation. <https://www.kff.org/racial-equity-and-health-policy/five-key-facts-about-immigrants-with-limited-english-proficiency/> Retrieved September 4, 2025, at 9:15 p.m. (GMT+3)
- [32] Khasawneh, M. A. S., Abed Khasawneh, D. Y., Alhrahshah, R., & Khasawneh, A. (2023). Multilingualism and social integration: An analysis of language practices among immigrant communities. *Migration Letters*, 21(1), 916–928.
- [33] Lang, J. (2022). Employment effects of language training for unemployed immigrants. *Journal of Population Economics*, 35, 719–754.
- [34] Lauridsen, I. G., Terkildsen, M. D., & Sørensen, L. U. (2024). A systematic review of whether the number of linguistic errors in medical interpretation is associated with the use of professional vs ad hoc interpreters. *Archives of Public Health*, 82, Article 235. <https://doi.org/10.1186/s13690-024-01005-2>
- [35] Lichter, D. T., & Johnson, K. M. (2020). A demographic lifeline? Immigration and Hispanic population growth in rural America. *Population Research and Policy Review*, 39(5), 785–803.
- [36] Lin, K. H. (2011). Do less-skilled immigrants work more? Examining the work time of Mexican immigrant men in the United States. *Social Science Research*, 40(5), 1402–1418.
- [37] Lin, K.-H., & Weiss, I. (2019). Immigration and the wage distribution in the United States. *Demography*, 56(6), 2229–2252.

- [38] Ludwig, A., Schelkle, T., & Vogel, E. (2012). Demographic change, human capital and welfare. *Review of Economic Dynamics*, 15(1), 94–107.
- [39] Mac, R., & Bensinger, K. (2024). *Trump backers battle online over skilled immigrants*. New York Times. <https://www.nytimes.com/2024/03/15/us/politics/trump-backers-skilled-immigrants.html>. Retrieved October 1, 2025, at 11:10 p.m. (GMT+3).
- [40] Marois, G. (2023). Implementing dynamics of immigration integration in labour force participation projection in EU28. *Population Research and Policy Review*, 39(2), 339–363.
- [41] Passel, J. S., & Cohn, D. (2018). *U.S. unauthorized immigrant total dips to lowest level in a decade*. Pew Research Center. <https://www.pewresearch.org/fact-tank/2018/09/20/u-s-unauthorized-immigrant-total-dips-to-lowest-level-in-a-decade/> Retrieved October 1, 2025, at 8:20 p.m. (GMT+3).
- [42] Pew Research Center. (2025). *Gender and language intersectionality in immigrant employment*. Pew Research Center. <https://www.pewresearch.org/fact-tank/2025/05/12/gender-and-language-intersectionality-in-immigrant-employment/> Retrieved October 4, 2025, at 7:15 p.m. (GMT+3).
- [43] Pew Research Center. (2025). *Immigrant workforce participation and gender-language intersectionality*. Pew Research Center. <https://www.pewresearch.org/fact-tank/2025/05/12/immigrant-workforce-participation-and-gender-language-intersectionality/> Retrieved October 3, 2025, at 4:20 p.m. (GMT+3).
- [44] Rock Institute. (2025). *Engineering cohesive communities: Social integration of foreign-born Americans*. Rock Institute. <https://www.rockinstitute.org/research/2025/engineering-cohesive-communities>. Retrieved September 3, 2025, at 5:00 p.m. (GMT+3).
- [45] Rios, H. D. (2025). Intersecting inequalities in the U.S. labor market. *Macalester Street Journal*, 12(1), 45–67.
- [46] Rosendahl, S., & Larsson, V. (2025). Older migrant patients and health care professionals' experiences with digital translation tools in care interactions: A qualitative literature review. *Journal of Transcultural Nursing*, 36(3), 329–339. <https://doi.org/10.1177/10436596241297644>
- [47] Stypińska, J. (2017). Gender, age and migration: An intersectional approach to labor market outcomes. *Population, Space and Place*, 23(5), 2015.
- [48] Tomaselli, A. (2025). Intersectional analysis of gender employment gaps in the EU. *European Journal of Social Sciences*, 18(2), 89–112.
- [49] Warren, R. (2019). US undocumented population continued to fall from 2016 to 2017, and visa overstays significantly exceeded illegal crossings for the seventh consecutive year. *Journal on Migration and Human Security*, 7(1), 19–22.

Haytham Othman Hassan Abdalla is Sudanese and a faculty member in the Department of Foreign Languages, Faculty of Arts & Humanities, Al Baha University, KSA. He is a Ph.D. holder in English (Linguistics & Phonetics). Mr. Abdalla is a well-rounded researcher in the areas of linguistics and applied linguistics. So far, Dr. Abdalla has been teaching many undergraduate courses in both linguistics and applied linguistics.

His research interests include sociolinguistics, morph-syntax, phonetics, applied linguistics, text linguistics, and areas of second/foreign language acquisition.

Throughout his teaching career, he has contributed to teaching different courses at the BA level. ORCID iD: <https://orcid.org/0009-0006-8751-8954>.

Manal Eltayeb Mohamed Idris is an assistant professor of translation at the Department of Foreign Languages, Faculty of Arts and Humanities, Al-Baha University, Saudi Arabia. She obtained her PhD in Translation from Omdurman Islamic University, Sudan.

Dr. Manal's academic interests include translation theory, translation strategies, and translation problems. She teaches various translation courses for undergraduates and actively supervises student research in the field of translation studies.

Through her academic efforts, Dr. Manal is committed to enhancing translation education and supporting students in developing their linguistic and professional competence.

Nawal Mosa Mohammed Abdallah is an assistant professor at King Khalid University, Saudi Arabia. She previously worked as a lecturer at Al Neelain University in Sudan. Dr. Abdallah is a dedicated scholar and practitioner in the field of applied linguistics, with extensive experience in both theoretical research and practical teaching.

Dr. Abdallah's primary research interests include applied linguistics, language acquisition, teaching English as a foreign language (TEFL), and the linguistic and cultural challenges in multilingual education. She has published numerous articles in both national and international journals and has actively participated in various international conferences, contributing to the global discourse on language pedagogy and intercultural communication.

Throughout her academic career, she has supervised student research, taught undergraduate and postgraduate courses, and engaged in curriculum development. Through scholarly research and practical application, Dr. Abdallah aims to enhance the quality of language education in Saudi Arabia and foster effective cross-cultural communication.

Egbal Abdallah Mohamed Taha is an Associate Professor of English Language and Applied Linguistics at the English Language Unit, Faculty of Arts and Humanities, Al-Baha University. She is a dedicated scholar and practitioner in the field of English language teaching and applied linguistics, with extensive experience in both theoretical research and practical instruction.

Dr. Taha's primary research interests include teaching English as a foreign language (TEFL), applied linguistics, translation, and the pedagogical challenges faced by English language learners. She is particularly interested in enhancing teaching methodologies,

curriculum design, and assessment strategies to improve language acquisition outcomes. Her work aims to establish a connection between linguistic theory and effective classroom practice.

Throughout her academic career, she has supervised student research, taught undergraduate and postgraduate courses, coordinated examinations, and provided professional translation services. Dr. Taha is committed to advancing the quality of English language education in Saudi Arabia and contributing to the global discourse on language pedagogy and intercultural communication.

Ismail Mohamed Hamid Rushwan is an assistant professor of translation at the English Language Unit, Applied College, King Khalid University. He is a dedicated scholar and practitioner in the field of translation Studies, with a solid academic foundation and experience translating from Arabic to English and vice versa.

Dr. Rushwan's primary research interests include translation theory, translation strategies, and the linguistic and cultural challenges of translating between Arabic and English. He is particularly interested in the translation difficulties encountered by EFL learners, as well as the processes of simultaneous and consecutive interpreting. His work aims to bridge the gap between translation theory and practical application, especially in educational and professional contexts.

Throughout his academic career, he has supervised student research and taught undergraduate translation courses. Dr. Rushwan is committed to enhancing the quality of translation education in Saudi Arabia and contributing to the global discourse on intercultural communication through translation.



Mohammed Ali Elsiddig Ibrahim an associate professor of translation at the Department of Foreign Languages, Faculty of Arts and Humanities, Al-Baha University, Saudi Arabia. He is a dedicated scholar and practitioner in the field of translation, with a strong academic foundation and extensive experience in both the theoretical and applied aspects of the discipline.

Dr. Ibrahim's primary research interests include translation theory, translation strategies, and the linguistic and cultural challenges of translating between Arabic and English. He has a particular interest in the translation problems faced by EFL learners, as well as the dynamics of simultaneous and consecutive interpreting. His work seeks to bridge the gap between translation theory and real-world practice, especially in educational settings.

Throughout his academic career, he has supervised student research and taught undergraduate translation courses and presented at national and international conferences. Dr. Ibrahim is committed to advancing the quality of translation education in Saudi Arabia and contributing to the global discourse on intercultural communication through translation.