

LOCAL INSTRUCTION NUMBER 24-14

To: Catawba Workforce Development Area

Subject: Language Access Services for Limited English Proficient (LEP) Individuals

Issuance Date: July 1, 2025

Effective Date: July 1, 2025

<u>Purpose</u>: To establish the rules and procedures for providing language access services to SCWorks customers with limited English proficiency (LEP) in SC Works centers in the Catawba Region.

References:

- Workforce Innovation and Opportunity Act, Public Law 113-128, § 188
- Civil Rights Act of 1964, Title VI, 42 U.S.C. § 2000d et seq.
- Exec. Order No. 13166, 3 CFR § 13166 (2001)
- 29 CFR §§ 38.4(hh), 38.9
- State Instruction 24-04

<u>Background</u>: Language access services ensure that all individuals, regardless of their language proficiency, have equal access to important government services and information. Without language access services, individuals who are not proficient in the dominant language of a state may face significant barriers to accessing workforce services. The Civil Rights Act of 1964 prohibits discrimination based on national origin, encompassing language barriers. Pursuant to the Civil Rights Act, the Workforce Innovation and Opportunity Act (WIOA), and Executive Order 13166, state agencies receiving federal funds must take reasonable steps to ensure meaningful access to their programs and services by LEP individuals.

Policy: SC Works center staff must provide equal access to LEP individuals about information, services, and programs available through the SC Works system. Equus staff as partners in the Local Workforce Development Areas (LWDAs) share in this responsibility. An LEP individual does not speak English as their primary language and has a limited ability to read, speak, write, and/or understand English. LEP individuals include those who are deaf, hard-of-hearing, or speech impaired. LEP individuals may be competent in English for certain types of communication (e.g., speaking or understanding), but less so for other purposes (e.g., reading or writing). Notices must be posted at points of entry to inform LEP individuals that language access services are available.

Identifying LEP Individuals

Upon identifying an LEP individual, staff will provide the LEP individual with language assistance services. The following table lists possible identifiers to assist staff in identifying when an individual needs language assistance services and the appropriate staff actions.

LEP Individual self-identifies:	Staff Action Steps:
 Individual asks if staff speaks another language. 	Use "I Speak" cards to identify what language a customer speaks.
• Individual asks for an interpreter.	Best practice: Each career center should have laminated copies of "I Speak"
 Individual points to an "I Speak" card or other posters. 	cards at all entry points where customers are initially engaged.
 An accompanying person requests an interpreter. 	2. Immediately offer free language assistance.
Staff identifies need:	Coordinate with a qualified interpreter: a. Multilingual staff interpreter
 Individual brought a family member to assist with interpretation. 	(prescreened by LWDA)
 Individual does not seem to understand what 	c. Third-Party Interpreter i. By phone
staff is saying.	, .
	ii. By video

NOTE: Each customer interaction is unique. Focus on good customer service by being patient and respectful of the LEP individual.

Types of Interpretation Services

To ensure meaningful access to WIOA & partner programs and services for LEP individuals, staff should access the following qualified interpretation services in this order:

Multilingual Staff Interpreters

If available, staff must request support from a multilingual SC Works center staff who is a qualified interpreter to assist with LEP individuals. Some partner staff may have restrictions on whom they can serve based on their authorizing statutes and regulations. Staff should keep a list of multilingual staff on hand with the language(s) they can interpret. Regional Managers should request assistance from the SC Works center operator, if needed, to develop this list.

The following staff in the centers are multilingual:

Estephani Juarez – Spanish/English

Third-Party Interpreter/Translator

Local Workforce Development Area (LWDA) contracts language access services through **Acculingua** to serve LEP individuals accessing workforce programs and services. This service is provided via telephone only.

About Acculingua

AccuLingua specializes in face-to-face medical and legal interpretation services as well as business and education interpretation. We only contract highly trained and qualified interpreters, who are skilled in terminology, culture, and procedures. It is our goal to provide our clients with state-of-the art services that reflect the knowledge, skills, and procedures of nationally recognized interpretation bodies, which guide our industry to provide the highest quality services available in the nation. To ensure quality, our interpreters are evaluated on an on-going basis on their professional services.

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AccuLingua is committed to a cost differential advantage by keeping its fees below our competition. Other advantages include tailored billing for your organization (i.e., bill by claim number, office location, or cost center), and consistent quality service.

The following resources provide guidance for accessing these services:

- Third-Party Language Access Service Providers and Instructions-When Equus or partner staff utilizes the language access service the following procedures should be followed:
 - Complete form stating what agency utilized the service and note the time spent. (For MOU purposes only)
 - Staff will email requests to Elizabeth Garrett @ requests@acculingua.com and call at 864-625-7380. Calling notifies Ms. Garrett that someone is needed soon, especially with less than 24-hour notice. The email should include the following
 - Date
 - Time
 - Name of consumer
 - Language spoken
 - o If you have an appointment with a LEP individual, please schedule an appointment with Acculingua as soon as possible to avoid additional costs.
 - o Services are available seven days a week from 8 am -6 pm with at least a 24-hour notice
 - Spanish service is \$50.00 per hour, Arabic, Chines, Korean, Russian, Vietnamese is \$65 per hour, and all other languages are \$75.00 per hour

- Schedule (Rush) Rates with less than a 24-hour notice are \$65.00 per hour for Spanish, \$75.00 per hour for Arabic, Chinese, Korean, Russian, and Vietnamese, and All other languages \$80.00 per hour.
- o There is a minimum two-hour fee charged for all interpretation services. A minimum fee of one hour applies when assignment is cancelled within 24 hours.
- Language Access Services Usage Form -Please see attachment

NOTE: If a single interpretation/translation engagement will exceed \$2,500 in costs, staff must notify management for permission before proceeding with the service.

Family Members/Friends as Interpreters. Customers are never required to use friends or family members as interpreters or translators. However, if the LEP individual initiates the request, a family member/friend may be used as an interpreter or translator.

NOTE: Staff must never allow a minor child (under the age of 18) to interpret or facilitate communication except in emergency situations while awaiting a qualified interpreter.

Staff must complete the following tasks before continuing with a family member/friend as interpreter:

- Advise the LEP individual of their right to a free interpreter.
- Obtain a signed Waiver of Language Access Services from the LEP individual before accepting an
 accompanying adult as an interpreter. The signed waiver is valid for the current SC Works center visit
 only. The signed waiver indicates that the LEP individual acknowledges the following:
 - o Free language access services are available through the SCWorks center.
 - The LEP individual chooses not to use the free language access services and chooses their adult family member/friend as an interpreter.
 - We cannot guarantee the quality of the language access services provided by the chosen interpreter.
 - Confidential information may be disclosed to their family member/friend.
 - The LEP individual may void the waiver at any time during the consulting process by requesting free language access services.

NOTE: Staff should check for the availability of a pre-translated version of the Waiver of Language Access Services available in the language of the LEP individual on the ES DEWConnect page.

• To ensure informed consent by the LEP individual to waive their right to a free interpreter provided by SCWorks/Equus, staff should employ a Equus-provided interpreter to ensure informed consent to waive interpretation services before a friend or family member can serve as the interpreter. A waiver must be completed.

NOTE: Adult family members and friends may act as interpreters in low-stakes communication, such as scheduling appointments or providing directions, without a signed waiver.

If staff have concerns about the competency of the interpretation, confidentiality, privacy, and/or a conflict of interest, staff may override a request to use an accompanying adult as an interpreter by asking the LEP individual

to wait while staff engages free-to-the-customer language access services available in the center. See the section below for further guidance on recognizing a qualified interpreter.

Language Translation Tools (temporary solution)

When communicating with LEP Individuals, staff may use language translation tools, either accessible online or through mobile apps, to translate text or interpret phrases between different languages. However, these services use machine learning algorithms to translate text; the accuracy of the translation depends on the quality of the algorithms used. Per DOL, no language translation tool, by itself, currently meets the standard of "qualified" interpreter. These tools should only be used rarely, as needed, and until qualified interpretation services are available.

Best practices include the following:

- Use simple and familiar words. Avoid jargon, idioms, acronyms, and legal language. Stick to clear and straightforward language to ensure effective communication.
- Organize your text logically by starting with the most important information. Keep your sentences short and to the point; avoid long and confusing sentences that can obscure your main point.
- Use the active voice to make your text more direct and concise. (For example, use "Staff provide services," instead of "The services are provided by staff.")
- Ensure the customer understands that staff will use a language translation tool and that using this translation tool is for temporary use to ensure immediate support.

NOTE: <u>Do not share sensitive or confidential information about the customer with the language translation tool</u>. Some online translation services or applications may store and analyze data.

Best Practices for Working with LEP Individuals and Interpreters

Working with LEP Individuals	Working with Interpreters	
 Conduct all interactions with respect and patience. Accurately assess the language need. Speak slowly and clearly. Avoid assumptions and ask for clarification, as needed. During emergencies only, allow a minor child to act as an interpreter, while waiting for a qualified interpreter. 	 Control the interaction. The interpreter is there to facilitate communication. Speak directly to the LEP individual, not the interpreter. Speak at a clear, normal pace. Ask one question at a time. Allow the interpreter to take notes. Allow the interpreter to interpret reasonable lengths of information, such as a short paragraph or three to four sentences at a time, to avoid losing important details. 	

- Never leave the LEP individual and interpreter alone.
- · Allow time for intermittent breaks.
- Use plain language; avoid acronyms and jargon.

NOTE: Because many words and phrases in English do not have an equivalent in other languages, competent language services prioritize "meaning for meaning" rather than "word for word" to achieve the best outcome

Recognizing a Qualified Interpreter

A qualified interpreter can interpret effectively, accurately, and impartially for LEP individuals, including for LEP individuals with sensory impairments. The interpreter must be able to interpret both receptively and expressively, using any necessary specialized vocabulary, either in-person, or through an over-the-phone interpreting (OPI) service, a video-remote interpreting (VRI) service, or other technological methods. An interpreter is not required to be certified; however, certification can ensure a level of quality control.

An unqualified interpreter lacks the necessary skills to interpret effectively, accurately, and impartially for LEP individuals, including for LEP individuals with disabilities. Consider the following scenarios:

Scenario 1: Technical	Scenario 2: Legal	
Imagine someone who is fluent in English but only has a basic understanding of Spanish. If they attempt to interpret complex or technical information from Spanish to English, they may struggle to accurately convey the meaning. This leads to misunderstandings or miscommunication.	Imagine a scenario where a multilingual individual is fluent in English and the language of the LEP individual. They are asked to interpret during a legal proceeding, despite having no formal training in legal terminology or interpreting techniques.	
In such cases, even though they may be fluent in one language, their lack of proficiency in the other language makes them unqualified to serve as an interpreter.	Their lack of qualifications could lead to misunderstandings, inaccuracies, and potential legal consequences due to misinterpretation of critical information.	

Translation of Written Materials

Staff must ensure LEP individuals have meaningful access to and can understand information contained in written documents, including forms, publications, and specific program documents. **DEW Website, SCWorks.org, and SCWOS** offer South Carolina workforce system services through interactive platforms online, providing users with the convenience of accessing workforce system services from their homes or offices. These websites can be translated into several different languages using Google Translate. Instructions for accessing online translation for these websites are available on the ES DEWConnect page.

Hard Copy Documents. Vital and essential documents (such as, applications, consent forms, letters containing important information regarding participation in a program, and outreach materials) are translated from English based on the following:

- Babel Notice. Staff must place a notice of language assistance, otherwise known as a Babel Notice, on vital
 documents sent to LEP individuals and/or posted in central places where individuals can see them, such as a
 lobby or registration desk. This notice informs customers of their right to receive free interpretation and/or
 translation services. See https://scworks.org/about-us/babel-notice.
- Equal Opportunity (EO) Forms. Staff can obtain EO and law complaint forms in multiple languages at https://scworks.org/escomplaint, and Equal Opportunity (EO) forms in multiple languages at https://scworks.org/about-us/legal. Staff should coordinate with their manager for any other forms.

Staff should contact their manager for further guidance regarding when and how to request translated documents.

Staff Resources

The following staff resources are attached.

Forms	Other Resources
Language Access Services Usage Form	Dialing 7-1-1 & Text Telephones (TTYs)
Waiver of Language Access Services	
"I Speak" Card	
Point to Language Poster	

This is a non-exclusive list of staff resources available. Other services can be found on the DEW website.

Action: Please ensure that all staff and partners understand this policy.

<u>Inquiries</u>: Questions may be directed to Amanda Baker @ <u>abaker@catawbacog.org</u> or Yulanda Thompkins @ ythompkins@catawbacog.org.

Amanda Baker, WIOA Administrator

WAIVER OF LANGUAGE ACCESS SERVICES

By signing this waiver, I acknowledge the following:

- 1. Free language access services are available through Catawba Workforce Development Area & SC Works.
- 2. I am choosing not to use the free language access services available to me.
- 3. I am choosing an accompanying adult (aged 18 or older) to interpret information on my behalf. (By law, the SC Works staff are not allowed to utilize language access services provided by a minor except in cases of emergency.)
- 4. SC Works cannot guarantee the quality of the language access services provided by the accompanying adult.
- 5. My confidential information may be disclosed to the accompanying adult.
- 6. I may void this waiver of free language access services at any time during my interactions with SC Works center staff by requesting language access services. LEP Individual

F	Print Name	Sign Name	Date
Accompanying A	Adult		
	Print Name	Sign Name	Date
SC Works Staff			
:	Print Name	Sign Name	Date
	*This waiv	er is valid for the current visit only.	
FOR STAFF USE	ONLY		
Date of Visit:		State ID #:	

Interpretation Available

"Do you speak [language]? We will provide an interpreter at no personal cost to you."

Pâ	American Sign Language	နကတိၤ ကညီကျိဉ်ဘဉ်ဧါ. ပကဟုဉ်နၤ ပုၤကတိၤကျိဉ်ထံတာ် လ၊တလိဉ်နဟုဉ်ဘူးလဲလ၊ နကစါအစ¢ဉ်နဲဘဉ်နှဉ်လီၤ.	Karen നညီ
Arabic اللغة العريبة 	هل تتحدث اللغة العربية؟ سوف نوفر لك مترجم فوريًا من دون أي تكلفة عليك.	한국어를 사용하십니까? 무료로 통역 서비스를 제공해 드리겠습니다.	Korean 한국어
Bengali বাংলা	আপনি কি বাংলায় কখা বলেন? আমরা আপনাকে একজন দোভাষী (ইন্টারপ্রিটার) দেব যার জন্য আপনার ব্যক্তিগতভাবে অর্থব্যয় করতে হবে না।	您讲普通话吗?我们将免费为您提供 翻译。	Mandarin 中文
Brazil-Portuguese Você fala português? Nós lhe के तपाई नेपाली कि तपाई नेपाली कि तपाई नेपाली कि तपाई नेपाली कि तपाई का तपाईका लागि कुनै व्या		के तपाईं नेपाली बोल्नुहुन्छ? हामी तपाईंका लागि कुनै व्यक्तिगत खर्च बिना एकजना दोभाषे उपलब्ध गराउने छौं।	Nepali नेपाली
Burmese မြန်မာ	သင် မြန်မာစကား ပြောပါသလား။ သင့်အတွက် ကုန်ကျစရိတ် မရှိစေဘဲ စကားပြန်တစ်ဦး ကျွန်ပ်တို့ ပေးပါမည်။	Czy mówisz po polsku? Zapewnimy bezpłatną pomoc tłumacza.	Polish Polski
Cantonese 粵語	您讲粤语吗?我们将免费为您提供翻译。	Вы говорите по-русски? Мы абсолютно бесплатно предоставим вам переводчика.	Russian Русский
	فارسی صحبت می کنید؟ یک مترجم شفاهی رایگان در اختیار شما قرار خواهیم داد.	Maku hadashaa Af Soomaali? Waxaan kuu heli karnaa tujumaan oo bilaash kuu ah.	Somali Af Soomaali
	Parlez-vous français? Nous vous fournirons gratuitement un interprète.	¿Habla español? Le proporcionaremos un intérprete sin costo alguno para usted.	Spanish Español
Haitian Creole Kreyòl Ayisyen	Èske ou pale Kreyòl Ayisyen? N ap ba ou yon entèprèt gratis. — — — — — — — — — — — — — — — — — — —	Je, unazungumza Kiswahili? Tutakupa mkalimani bila malipo yoyote.	<i>Swahili</i> Kiswahili
<i>Japanese</i> 日本語	日本語を話せますか?必要であれば 無料で通訳をご用意いたします。	Quý vị nói được tiếng Việt không? Chúng tôi sẽ cung cấp một thông dịch viên miễn phí cho quý vị.	Vietnamese Tiếng Việt

2004 Census Test

Census 2010

LANGUAGE IDENTIFICATION FLASHCARD

-	LANGOAGE IDENTIFICATION FLASHCARD	
	ضع علامة في هذا المربع إذا كنت تقرأ أو تتحدث العربية.	1. Arabic
	խոսում են ջ նչում կատարեջ այս քառակուսում, եթե խոսում կամ կարդում եջ Հայերեն:	2. Armenian
	যদি আপনি বাংলা পড়েন বা বলেন তা হলে এই বাবেন দাগ দিন।	3. Bengali
	ឈូមបញ្ជាក់ក្នុងប្រអប់នេះ បើអ្នកអាន ឬនិយាយភាសា ខ្មែរ ។	4. Cambodian
	Motka i kahhon ya yangin ûntûngnu' manaitai pat ûntûngnu' kumentos Chamorro.	5. Chamorro
	如果你能读中文或讲中文,请选择此框。	6. Simplified Chinese
	如果你能讀中文或講中文,請選擇此框。	7. Traditional Chinese
	Označite ovaj kvadratić ako čitate ili govorite hrvatski jezik.	8.Croatian
	Zaškrtněte tuto kolonku, pokud čtete a hovoříte česky.	9. Czech
	Kruis dit vakje aan als u Nederlands kunt lezen of spreken.	10. Dutch
	Mark this box if you read or speak English.	11. English
2300	اگر خواندن و نوشتن فارسي بلد هستيد، اين مربع را علامت بزنيد.	12. Farsi

Cocher ici si vous lisez ou parlez le français.	13. French
Kreuzen Sie dieses Kästchen an, wenn Sie Deutsch lesen oder sprechen.	14. German
Σημειώστε αυτό το πλαίσιο αν διαβάζετε ή μιλάτε Ελληνικά.	15. Greek
Make kazye sa a si ou li oswa ou pale kreyòl ayisyen.	16. Haitian Creole
अगर आप हिन्दी बोलते या पढ़ सकते हों तो इस बक्स पर चिह्न लगाएँ।	17. Hindi
Kos lub voj no yog koj paub twm thiab hais lus Hmoob.	18. Hmong
Jelölje meg ezt a kockát, ha megérti vagy beszéli a magyar nyelvet.	19. Hungarian
Markaam daytoy nga kahon no makabasa wenno makasaoka iti Ilocano.	20. Ilocano
Marchi questa casella se legge o parla italiano.	21. Italian
日本語を読んだり、話せる場合はここに印を付けてください。	22. Japanese
한국어를 읽거나 말할 수 있으면 이 칸에 표시하십시오.	23. Korean
ໃຫ້ໝາຍໃສ່ຍຸ່ອງນີ້ ຖ້າທ່ານອ່ານຫຼືປາກພາສາລາວ.	24. Laotian
Prosimy o zaznaczenie tego kwadratu, jeżeli posługuje się Pan/Pani językiem polskim.	25. Polish

	Assinale este quadrado se você lê ou fala português.	26. Portugues
	Însemnați această căsuță dacă citiți sau vorbiți românește.	27. Romanian
	Пометьте этот квадратик, если вы читаете или говорите по-русски.	28. Russian
	Обележите овај квадратић уколико читате или говорите српски језик.	29. Serbian
	Označte tento štvorček, ak viete čítať alebo hovoriť po slovensky.	30. Slovak
	Marque esta casilla si lee o habla español.	31. Spanish
	Markahan itong kuwadrado kung kayo ay marunong magbasa o magsalita ng Tagalog.	32. Tagalog
	ให้กาเครื่องหมายลงในช่องถ้าท่านอ่านหรือพูคภาษาไทย.	33. Thai
	Maaka 'i he puha ni kapau 'oku ke lau pe lea fakatonga.	34. Tongan
	Відмітьте цю клітинку, якщо ви читаєте або говорите українською мовою.	35. Ukranian
	اگرآپ اردو پڑھتے یا بولتے ہیں تواس خانے میں نشان لگائیں۔	36. Urdu
	Xin đánh dấu vào ô này nếu quý vị biết đọc và nói được Việt Ngữ.	37. Vietnamese
	באצייכנט דעם קעסטל אויב איר לייענט אדער רעדט אידיש.	38. Yiddish
3-330	U.S. DEPARTMENT OF COMMEDCE	

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INTERPRETATION RATE CARD

Scheduled (Standard) Rates

- Seven Days a Week: 8:00am to 6:00pm with at least 24-hour notice
 - Spanish: \$50.00 per hour
 - o Tier 1: Languages: Arabic, Chinese, Korean, Russian, Vietnamese: \$65.00 per hour
 - o Tier 2: ASL and all Other Languages: \$70.00 per hour
- Evening Services (18:00-08:00)/Weekends/Federal Holidays with at least 24-hour notice
 - o Spanish
 - \$55.00 per hour
 - Languages: Arabic, Chinese, Korean, Russian, Vietnamese: \$70.00 per hour
 - o ASL and all Other Languages: \$75.00 per hour

Unscheduled (Rush) Rates with Less Than 24-Hour Notice

- o Spanish
 - \$65.00 per hour (Seven Days a Week: 8:00am to 6:00pm) \$70.00 per hour (Evening Services (18:00-08:00)/Weekends/Federal Holidays)
- Languages: Arabic, Chinese, Korean, Russian, Vietnamese
 \$75.00 per hour (Seven Days a Week: 8:00am to 6:00pm)
 - \$80.00 per hour (Evening Services (18:00-08:00/Weekends/Federal Holidays)
- o ASL and all Other Languages
 - \$80.00 per hour (Seven Days a Week: 8:00am to 6:00pm)
 - \$85.00 per hour (Evening Services (18:00-08:00/Weekends/Federal Holidays)

Minimum Fee

There is a minimum two-hour fee charged for all interpretation services. A minimum fee of one hour applies when assignment is cancelled within 24 hours.

Travel

Mileage is billed at federal rate for business travel (standard IRS rate) for all appointments; out-of-town travel expenses are decided on a case-by-case basis.

AccuLingua™ is a member of:

The National Council on Interpreting in Health Care, The American Translators Association, and The Carolina Association of Translators & Interpreters.

Acculingua™ is a fully insured company and a minority business organization.

AccuLingua™ Translation Services

AccuLingua provides comprehensive translation services for the health, human services, business, education, and legal industries. We only use master degree level translators and/or American Translators Association certified translators. All our translators are native speakers of the target language translated. As a corporate member of the American Translators Association, AccuLingua subscribes to its Code of Professional Conduct and Business Practices.

AccuLingua prides itself on providing high quality translation services with the lowest rates in the market! Our internal project management is designed to ensure that every document is done correctly and in a timely manner. Each assignment is translated, proofed by a second translator, formatted, and proofed again before it is delivered to the client.

AccuLingua is able to produce translated materials using virtually any program, including Microsoft Word, Publisher, PowerPoint, and Excel. We will provide you with useable, print-ready materials. From consent forms and patient records to brochures and promotional materials, we deliver the job complete and ready for press.

TRANSLATION RATE CARD

Standard Document Translations:

Document Translation

o Spanish: \$0.25 per word

o Other-than-Spanish: \$0.35 per word

Highly Technical Document Translation

o Spanish: \$0.30 per word

Other-than-Spanish: \$0.40 per word

Project Management Fee: FREE

Conversion Fee: FREE

Rush Document Translations:

(A Rush Document Translation is any document of 200 words or less that must be delivered in 48 hours or less. If the document is more than 200 words it must be decided on a case-by-case basis).

Rush Document Translation

o Spanish: \$0.30 per word

Other-than-Spanish: \$0.40 per word

Rush Highly Technical Document Translation

o Spanish: \$0.35 per word

Other-than-Spanish: \$0.45 per word

Project Management Fee: FREE

Conversion Fee: FREE

- \$40.00 minimum translation project within 30 consecutive days.
- Pricing includes proofreading.
- Formatting: \$20.00 per hour when needed.

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