

Strengthening Equity and Diversity: A Career Pathway for Interpreters and Translators

*WDC Sector Strategies and Career Pathways Committee
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Our mission

“Change starts by understanding the actual needs of the employers in the state - the businesses and government agencies dealing internationally as well as those interfacing with a multilingual domestic clientele and workforce.”



The Hawai'i Language Roadmap: First steps

**March
2013**

Hawai'i Language Roadmap Initiative Summit



**September
2013**

Hawai'i Language Roadmap Initiative Launch



A Growing Demand in the Workforce: World Language Skills

- Increasingly multilingual citizenry, including large immigrant and migrant populations
- Visitor and convention industry
- Local and global opportunities for economic growth
- International trade, transportation and product localization
- Climate refugees and persons displaced by war and natural disasters



The 8 Roadmap Initiatives

- Create a coordinating entity for Roadmap implementation
- Garner awareness of and engagement with Language Roadmap
- Increase advocacy and leadership training
- Create a database & web portal of language needs/resources
- **Create and implement the Hawai'i World Language Initiative**
- Retain multilingual talent for key economic sectors
- **Improve interpretation & translation training/certification**
- Create jobs by branding Hawai'i as the place for multilingual talent

Initiative 5: Implement the Hawai'i World Language Initiative - Hawai'i Seal of Biliteracy



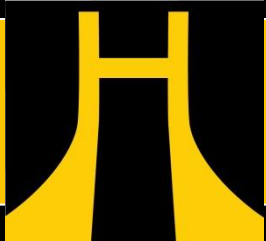


The Hawai'i Seal of Biliteracy

BOE Policy 105.15

...to be awarded upon graduation to students who demonstrate a high proficiency in either of the State's two official languages and at least one additional language, including American Sign Language..."

Rationale: "...there is personal, cultural, social, academic, and vocational/occupational value in encouraging students to maintain, or develop, proficiency in English and an additional language."



Partners for Publicizing the Seal

2nd Roadmap Symposium: The Seal of Biliteracy (2016)



Employer Panel

Peter Glick, Management & Consulting

Dean Okimoto, Nalo Farms

Niel Mason, Outrigger

Publicizing the Seal

- Promoting awareness among policy makers, employers and leading community figures
- Engaging educators

Multilingual Career Development Day (2018)

Connecting Seal candidates to multilingual careers



Changed my mind about my future.

Found companies I would love to work for that I would never have thought of before!

Found interesting jobs that I never knew were out there.

The Global Seal: A new post-secondary option

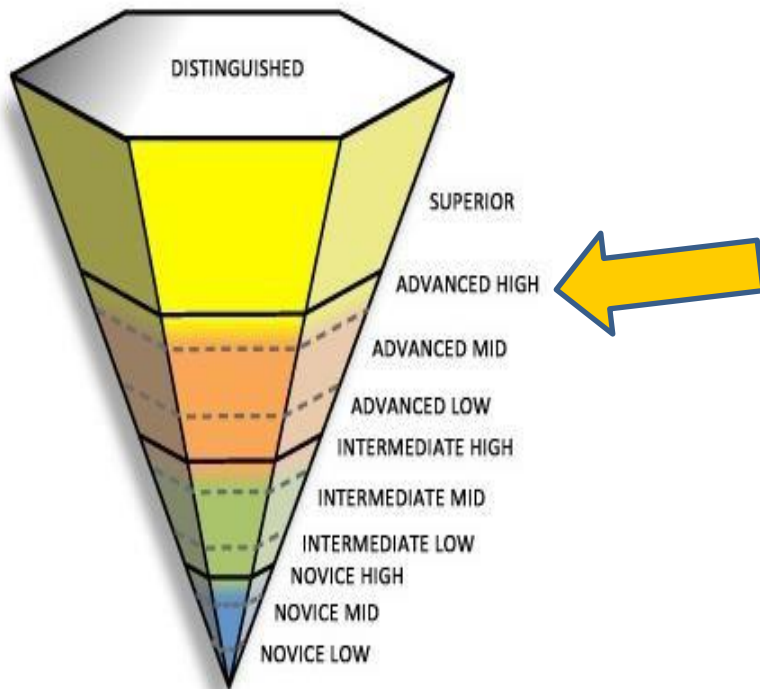


What does a Seal of Biliteracy do for you? A Global Seal of Biliteracy can be used:

- ✓ for advanced language placement in college
- ✓ to distinguish awardees on applications for scholarships, internships, and study abroad opportunities
- ✓ to earn transferable World Language college credit - See: <https://theglobalseal.com/college-credit>
- ✓ to enhance job opportunities. Add the GSB serial-numbered credential to a resume or LinkedIn profile
- ✓ to provide employers with a credential documenting language skills for hiring or receiving extra pay for knowing more than one language.

Top-tier Global Seal of Biliteracy

ACTFL's nationally-recognized standards for language proficiency assessment





The US demand for interpreters and translators (US Bureau of Labor Statistics)

Employment estimate and mean wage estimates for Interpreters and Translators:

Employment (1)	Employment RSE (3)	Mean hourly wage	Mean annual wage (2)	Wage RSE (3)
52,170	2.9 %	\$ 28.08	\$ 58,400	1.6 %

Industries with the highest levels of employment in Interpreters and Translators:

Industry	Employment (1)	Percent of industry employment	Hourly mean wage	Annual mean wage (2)
Other Professional, Scientific, and Technical Services	20,490	2.69	\$ 29.31	\$ 60,970
Elementary and Secondary Schools	9,710	0.12	\$ 25.13	\$ 52,260
General Medical and Surgical Hospitals	4,990	0.09	\$ 28.42	\$ 59,110
Local Government, excluding schools and hospitals (OEWS Designation)	2,020	0.04	\$ 28.30	\$ 58,870
Colleges, Universities, and Professional Schools	1,450	0.05	\$ 37.09	\$ 77,140



Demand for interpreters and translators in HI (US Bureau of Labor Statistics)

- Employment of interpreters and translators
 - Number employed (50-220)
 - State-specific figure provided: 50
- Annual mean wage (May 2021): \$45,520-\$50,450
- These are incomplete statistics: Many employees are called upon to interpret or translate, even when it is not part of their job description. Moreover, bilinguals across workforce sectors know that the demand for interpreters and translators far exceeds the supply, resulting in them regularly being “recruited” to handle mundane and high stakes interactions. **THIS IS A VIOLATION OF THE FEDERAL CIVIL RIGHTS LAW.**



US Civil Rights law concerning discrimination by national origin and implementation

- Title VI of the Civil Rights Act of 1964:
Non-discrimination in federally-assisted programs.
Prohibits discrimination by national origin.

- Executive Order 13166 of August 11, 2000
Improving Access to Services for Persons with LEP. The
Federal Government is **committed to improving the
accessibility of these services to eligible LEP persons.**

- US AG's Memorandum of November 21,
2022

- **"...there remains a clear need to further enhance
access to multilingual information."**



Hawai'i's Language Access Law Language Access to State services (2006)

- HRS 321C, the state's Language Access law, ensures that individuals who identify themselves as having limited English proficiency (LEP) will be provided meaningful access to state-funded services.

- Requirements for state agencies, and covered entities receiving state-funding include:

- preparing and following a Language Access plan to provide services to LEP clients;
- **providing timely and competent oral interpreting services;**
- **providing translations of vital documents;** and
- providing other reasonable accommodations.



Hawai'i State Judiciary Court interpreter Certification Program (2015)

- The Hawai'i State Judiciary has a Court Interpreter Certification Program that aims to expand and improve the Judiciary's pool of qualified interpreters through screening, training, and testing.
- Increased efforts to recruit and train Hawaiian language interpreters began in 2018 in an effort to support Hawaiian language and culture, i.e., to supply those who wish to express themselves in Hawaiian in court with the means to do so.



Hawai'i State Judiciary Demand for Court interpreters

- The Hawai'i State Judiciary court interpreter program has over 400 interpreters speaking over 50 languages on its roster.
- Interpreters are provided for over 10,000 court proceedings annually.
- There are 6 payment tiers from \$25-\$55/hour (plus mileage reimbursement) per the interpreter's qualifications
- [Components of Certification 12-08-05 \(state.hi.us\)](#)

Next-step career opportunity

Bilingual attorneys and legal assistants



Hawai'i State
Judiciary

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Search this site



eCourt Kokua*

For access to traffic cases, District Court criminal, Circuit Court criminal, Family Court criminal (adults) and appellate cases



Ho'ohiki

For access to civil case information filed in the Circuit and Family Courts and certain civil cases of the District Courts (small and regular claims)



Jobs

Search for jobs at the Judiciary

Directory of Bilingual Attorneys and Legal Assistants

The Directory of Bilingual Attorneys and Legal Assistants is a project of the Hawai'i State Judiciary's Office on Equality and Access to the Courts.

The Hawai'i State Judiciary cannot guarantee the level of expertise or experience in any field of law, foreign language fluency, or status of the attorneys and legal assistants listed in this Directory.

Contact Us

For more information about the directory, contact the Office on Equality and Access to the Courts at (808) 539-4860.

Get Listed, Send Updates

If you would like to get listed or update your current listing, please follow instructions on [this form](#). (Requires [Adobe Acrobat](#)

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The vision



“I said, ‘This would be amazing for our kids,’” Pimentel recalled. She said some students who spoke Portuguese at home resisted studying it when they came to school because they didn’t see the value. “I thought that this would be a way for them to see how their skills can be used immediately after graduation in real life and make money,” Pimentel said.



Demand for interpreters and translators in HI

Employer: State of Hawai'i DOE

- **Bilingual/Bicultural School/Home Assistant (Tagalog/Ilocano)**
- Oahu Island, HI
- \$3,160 a month - Full-time, Part-time, Temporary
-

Job Summary:

Serves as liaison between school and project staff and target group parents; provides language and cultural assistance; and performs other duties as required.

- **General Experience Requirement:**

Two (2) years of paid or volunteer work experience in which the applicant worked with individuals and groups and was required to possess the following ability or demonstrated same:

- Understand and explain various materials related to the program/project/activity.
- Establish and maintain rapport with individuals and groups and encourage participation in program/project activities.
- Speak effectively with individuals and groups and to elicit pertinent information.



Demand for interpreters and translators in HI

Employer: Queen's Health System

Job Title: Clinical Navigator, Oncology

Posted: 2022-01-25

- **I. JOB SUMMARY/RESPONSIBILITIES**
- Responsible for the coordination of patient care throughout the continuum in collaboration with all healthcare providers and the multidisciplinary care team to provide seamless process for oncology patients. Serves as an advocate, **interpreter**, educator and clinical resource with expertise in medical, surgical, and radiation oncology and care management. Serves as a liaison throughout the facility and in the community regarding services provided for this unique patient population. Coordinates all aspects of the perspective treatment plan regimen.



Other employers: Health and social services

Community Health Worker (UnitedHealth Group, Inc)

- **Bilingual English / Tagalog or Ilocano or Marshallese or Chuukese (Preferred)**

Social Work Case Manager

(Partners in Development Foundation)

- two (2) years of experience in working with culturally diverse population, **especially with natives from the Micronesian nations; Proficient in Chuukese, Kosraean,** and English



What does a T/I Pathway look like?

Two years, four courses

Course content:

Ethics

Basic skills

Simultaneous interpreting (shadowing)

Consecutive interpreting (note-taking)

Medical/Legal/Specialist vocabulary

Professionalism

Exit test with option for certification



Building a T/I Career Pathway

Develop curriculum

Use or modify an existing curriculum

Develop a new curriculum

Train teachers (2 per program)

Proficient in the focal language

Long-term commitment to the program

Train language coaches

"expert speakers"

committed to student support



This is what success looks like



Class of 2021 graduates Julie Kuhn, Michael Peckham and Alex Colleoni-Pimenta tested to become medical interpreters. “It’s this whole other field of information that we weren’t exposed to that much,” Colleoni-Pimenta recently told the Community Advocate. “... Medical interpretation has allowed us to expand in our knowledge of this whole entire medical field in two different languages, which is crazy.”



Want to learn more?

Contact us: Hawai 'i Language Roadmap
roadmap@hawaii.edu

Our webpage has many resources:
nflrc.hawaii.edu/languageroadmap

Find us on Facebook:
facebook.com/HawaiiLanguageRoadmap

Follow us on Instagram:
roadmap.hawaii



Mahalo nui loa!



HAWAII LANGUAGE ROADMAP INITIATIVE

Bringing Employers and Educators Together to Shape Hawai'i's Future Multilingual Workforce



UNIVERSITY of HAWAII'
MANOA



THE LANGUAGE FLAGSHIP