

Interpreter Apprenticeship

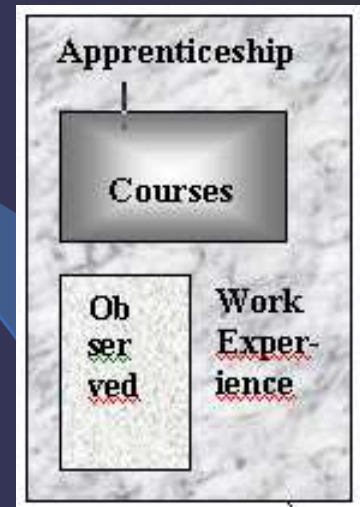
Interpreting Stakeholders Group

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What is an apprenticeship?

- An apprenticeship requires
 - Coursework
 - Work-experience
 - Mentoring during the work-experience
- It provides *a certificate of completion*
- The one piece that is missing is an exam
 - (But not really—we'll come back to this)



What is an apprenticeship?

- An apprentice is always classified as an employee and is paid by the employer.
- Commonly apprenticeships prepare apprentices to work at the apprenticeship company, but there is no requirement to guarantee employment after the apprenticeship is finished.
- An apprentice not making adequate progress can be terminated from their apprenticeship.

Groups that Can Provide Oversight

- The Employer
 - Regions Hospital
- An Apprenticeship Committee
 - UMTIA Joint Apprenticeship Committee
- An Association of Employers
- An Organization of Employees
 - For example, a union

Advantage of Committee Model

- Allows for standardization of the apprenticeship program between institutions
- Allows for easier building of apprenticeship model into licensure or certification model of the future

How would it work?

- Employer
 - Regions Hospital--the employer who hires and pays the apprentice and provides an apprenticeship training program
- Apprenticeship Committee
 - UMTIA Joint Apprenticeship Committee--The UMTIA JAC is the sponsor (Regions is a member of UMTIA , so they are a part of this sponsorship)
 - UMTIA JAC is the oversight body for the apprenticeship program. They develop the standards and revise them when necessary and provide assistance to their members who use the UMTIA Apprenticeship program and train according to those standards.
 - Regions can have their own wage schedule and make a change to the standards that serves their business needs. The Standards would have both UMTIA and Regions Hospital on the front cover.

How does coursework occur?

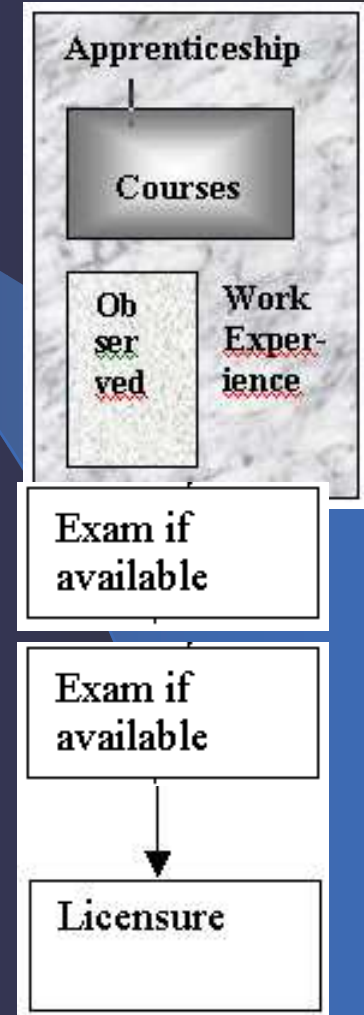
- Coursework can be for credit at the U of MN
 - Or—
- Coursework can be offered via a work-force, AHEC, or other grant and be taken not for credit
 - As long as the course are listed in the Standards of Apprenticeship it will count towards the certificate
- Thus, the course Kathy Carey is teaching at Fairview Hospital, which is supported by a grant for workforce development and is free of charge to the participants would count towards completion of the apprenticeship certificate.

How is Coursework Paid For?

- There is no specific requirement for this, and varies by employer.
 - Sometimes employers reimburse tuition
 - Sometimes employers pay apprentices while attending class
 - Sometimes employers do neither

How is testing done?

- When a test becomes available, it can be added to the apprenticeship program as a requirement for receiving the certificate.

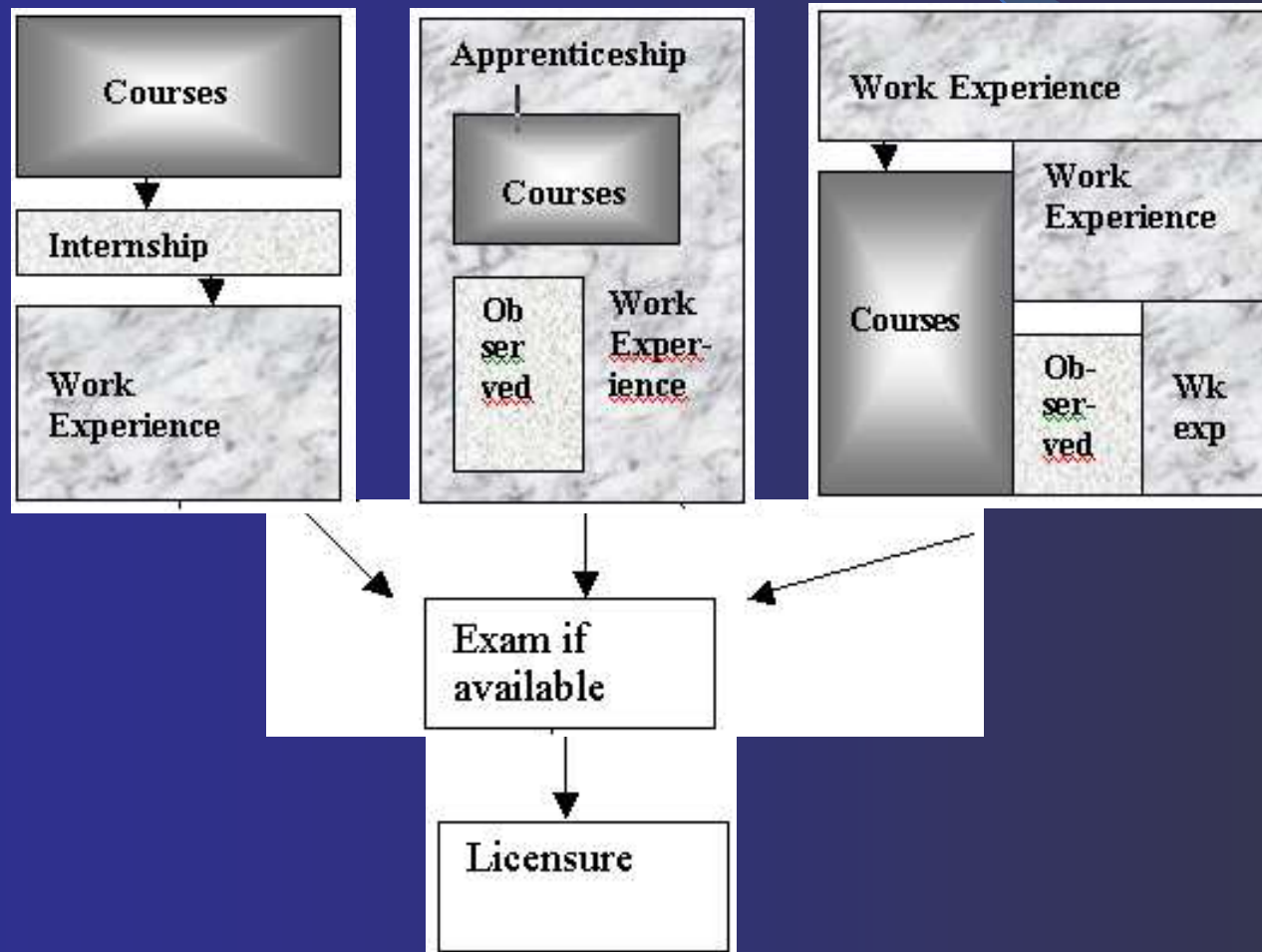


How are mentors compensated?

- Mentors can be compensated in a variety of ways:
 - Apprentices register for credit at a university for an internship, and fees from the internship are used to compensate mentors
 - The employer takes on the costs of the mentor stipend
 - Grants cover the costs of the mentor stipends

Looking to the Future

- If the Standards of Apprenticeship are well written, the apprenticeship standards can be used to define the requirements for licensure at a future date.



Standards of Practice Implemented by the Standards of Apprenticeship

The NCIHC Standards of Practice can be divided into areas for training, experiential learning and mentoring, and examination, which are implemented by the Standards of Apprenticeship.

Standard One: The interpreter renders all messages accurately and completely, without adding, omitting, or substituting

- Training:

- Specified in Related Study and Apprenticeship Responsibilities

- Mentoring:

- Listed on checklist of items for mentors to observe and discuss with apprentice.

- Assessment:

- Assessed by mid-term and final exams in Consecutive Interpreting course.
- Assessed by certification or licensure exam at the end of the program.

Standard Two: The interpreter replicates the register, style, and tone of the speaker

- Training:
 - Specified in Related Study and Apprenticeship Responsibilities
- Mentoring:
 - Listed on checklist of items for mentors to observe and discuss with apprentice.
- Assessment:
 - Assessed by mid-term and final exams in Consecutive Interpreting course.
 - Assessed by certification or licensure exam at the end of the program.

Standard Three: The interpreter advises the parties that everything said will be interpreted.

- Training:

- Specified in Related Study and Apprenticeship Responsibilities

- Mentoring:

- Listed on checklist of items for mentors to observe and discuss with apprentice.

- Assessment:

- Assessed by mid-term and final exams in Consecutive Interpreting and Ethics Courses.
- Assessed by certification or licensure exam at the end of the program if this is a role played, rather than taped test.

Standard Four: The interpreter manages the flow of communication

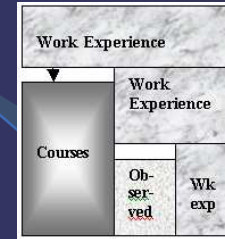
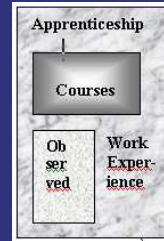
- Training:
 - Specified in Related Study and Apprenticeship Responsibilities
- Mentoring:
 - Listed on checklist of items for mentors to observe and discuss with apprentice.
- Assessment:
 - Assessed by mentor during periodic observations. Specified on the mentor observation form as required for passing.

Standard Five: The interpreter corrects errors in interpretation

- Training:
 - Specified in Related Study and Apprenticeship Responsibilities
- Mentoring:
 - Listed on checklist of items for mentors to observe and discuss with apprentice.
- Assessment:
 - Assessed by mid-term and final exams in Advanced Interpreting Skills Course.
 - Assessed by mentor during periodic observations. Must be checked off as passing on observation form.

What Needs to be Defined

- If the Standards of Apprenticeship are well written, the apprenticeship standards can be used to define the requirements for licensure at a future date.



- Group one: Qualifications to become an Apprentice
 - (language proficiency, education, skills tests)
- Group two: Education and training requirements
 - (hours required, topics to be covered, material to be covered, learning objectives)
- Group three: Qualifications of Mentors
 - (who can be a mentor)
- Group four: Wage Schedule for Apprentices
 - (what will they be paid)
- Group five: Recommended Safety Training components
 - (blood-borne pathogen training, working around x-rays, etc)

Paths to Licensure

