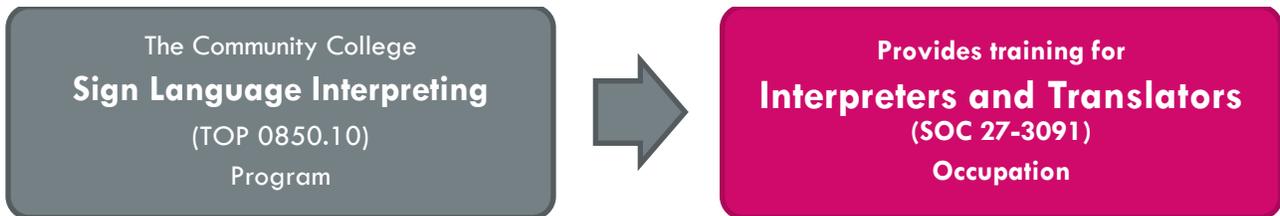


Sign Language Interpreting

Inland Empire/Desert Region (Riverside and San Bernardino counties)

This workforce demand report uses state and federal job projection data developed before the economic impact of COVID-19. The COE is monitoring the situation and will provide more information as it becomes available. Please consult with local employers to understand their current employment needs.

Summary



Over the next five years (2020-2025), interpreter and translator employment is projected to



25 Annual Awards
In Community College
Sign Language Interpreting Programs

The Inland Empire/Desert Centers of Excellence
 **Recommends**
Sign Language Interpreting Program Expansion
to meet the need for more workers in the region

Introduction

This report provides labor market occupational demand and wage research and postsecondary programs outcomes related to sign language interpreting training. California Community College sign language interpreting (TOP 0850.10) programs prepare individuals to interpret oral speech for the hearing impaired, including sign language, orientation to deaf culture, and interpreting from signing to voice and from voice to signing (Taxonomy of Programs, 2012). The knowledge, skills, and abilities trained by sign language interpreting programs lead to the interpreter and translator occupation.

Interpreters and Translators (SOC 27-3091)

Interpret oral or sign language, or translate written text from one language into another.

Sample job titles: American Sign Language Interpreter (ASL Interpreter), Court Interpreter, Educational Interpreter, Interpreter, Linguist, Medical Interpreter, Sign Language Interpreter, Spanish Interpreter, Spanish Translator, Translator

Entry-Level Educational Requirement: Bachelor's degree

Work Experience Required: None

Training Requirement: None

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 33%

Interpreters and translators provide American Sign Language (ASL) services in addition to verbal languages services (e.g., Spanish, Tagalog). Interpreters and translators providing verbal language translation services would best be trained by community college legal and community interpretation programs. California Community College legal and community interpretation (TOP 2140.00) programs train individuals to provide English-foreign language interpreting and translating services to aid clients in the legal and social services systems and in other governmental or community contexts (Taxonomy of Programs, 2012). Since interpreters and translators also provide verbal translation services, traditional labor market information may overstate regional demand for ASL interpreters and translators alone. An online job posting search assesses demand for ASL interpreters in the region over the last 12 months.

Job Counts and Projections

In 2020, there were 984 interpreter and translator jobs in the Inland Empire/Desert Region. Employment for this occupation is projected to grow by 14% through 2025. Over this period, 126 annual job openings are expected for interpreters and translators. Exhibit 1 displays the job counts, five-year projected job growth, job openings, and the share of incumbent workers age 55 years and greater in the region.

Exhibit 1: Five-year projections, 2020-2025

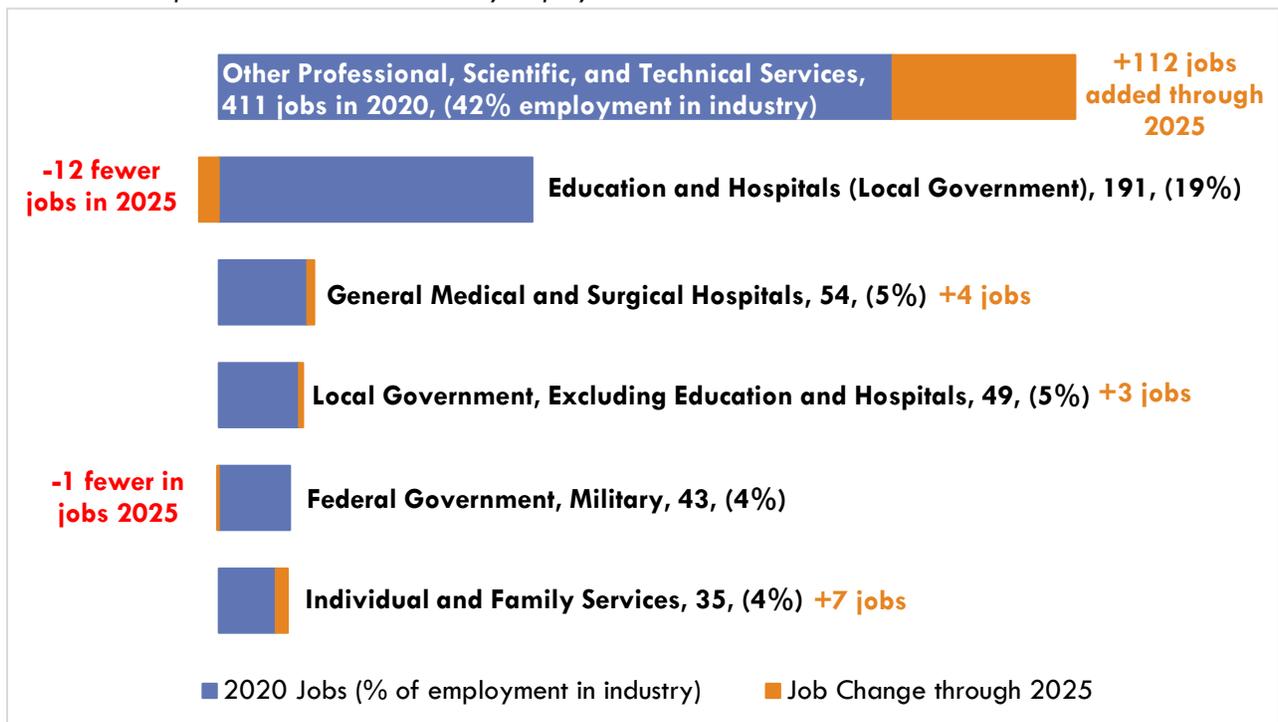
2020 Jobs	2025 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
984	1,122	14%	628	126	25%

Source: Emsi 2022.1

Conducting an inverse staffing pattern reveals the industries that employ interpreters and translators. Industry information provides further insight into how interpreter and translator industry employment is projected to change over the next five years. Please note that industry data for interpreters and translators displayed below is not specific to ASL interpretation and translation.

The inverse staffing pattern reveals that approximately 42% of interpreters and translators are employed in the other professional, scientific, and technical services industry, which contains the translation and interpretation services subindustry. This industry accounts for approximately 81% of projected job growth through 2025. About 19% of interpreters and translators are employed in the local government (education and hospitals); further analysis reveals that nearly all interpreter and translator employment within the local government is within public education institutions (elementary schools, secondary schools, and colleges). General medical and surgical hospitals employed approximately 5% of interpreters and translators in 2020. The top three industries employing interpreters and translators account for more than two-thirds of total occupational employment in 2020. Exhibit 2 displays the industries that employ the majority of interpreters and translators.

Exhibit 2: Interpreter and translator industry employment



Source: Emsi 2022.1

Unlike traditional labor market information, job advertisements provide an opportunity to view employer demand specifically for ASL interpreters and translators. An online job advertisement search for interpreter and translator jobs with ASL skills was conducted to reveal the employers seeking these workers, including the time it takes to fill positions, earnings information, and in-demand skills. Of the 141 job advertisements posted for interpreters and translators over the last twelve months in the Inland Empire/Desert Region, 59 job advertisements sought candidates with ASL skills (42% of ads). The job ad search was expanded to the state level to ensure sufficient advertisements to obtain reliable job ad results.

Exhibit 3 shows the number of job ads posted during the last 12 months in California and the statewide average time to fill this job. On average, employers in the state fill online job advertisements for interpreters and translators in 40 days.

Exhibit 3: Job ads and time to fill

Job Ads	Statewide Average Time to Fill (Days)
329	40

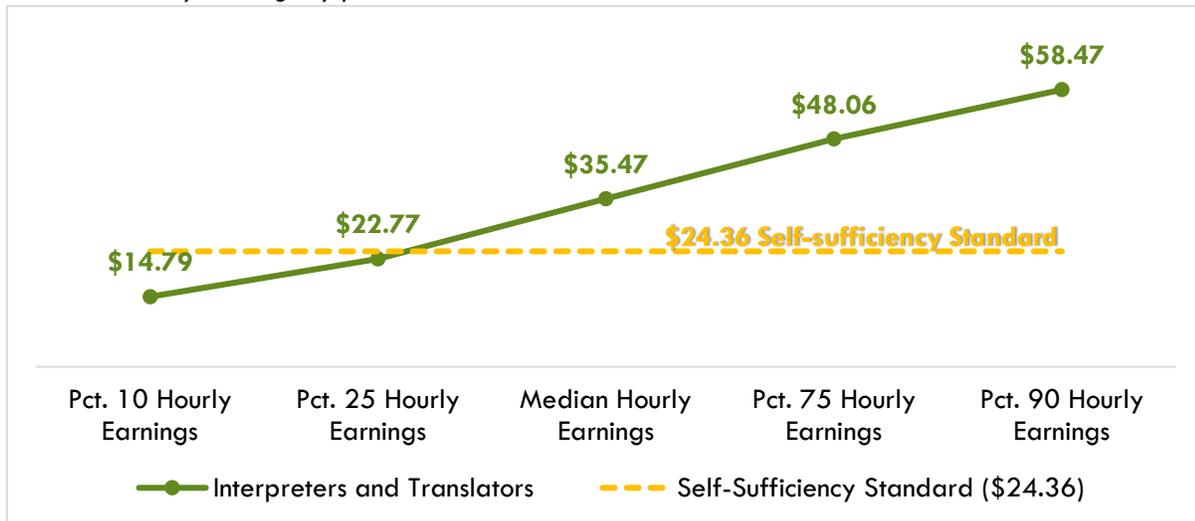
Source: Burning Glass – Labor Insights

Earnings and Benefits

Community colleges should ensure their training programs lead to employment opportunities that provide self-sustainable income. The University of Washington estimates that a self-sufficient hourly rate for a single adult with one school-age child is \$24.36 per hour or \$51,452 annually in Riverside County; \$23.73 per hour or \$50,119 annually in San Bernardino County (Pearce, 2021). For this study, the higher hourly earnings requirement in Riverside County is adopted as the self-sufficiency standard for the two-county region.

Exhibit 4 displays the hourly earnings for interpreters and translators in the Inland Empire/Desert Region. Interpreters and translators' 50th percentile hourly earnings are above the regional self-sufficiency rate, indicating that at least half of the workers in this occupation earn a self-sustainable wage.

Exhibit 4: Hourly earnings by percentile



Source: Emsi 2022.1

Benefits information, provided by the occupational guides developed by the California Labor Market Information Division, reveals that benefits for interpreters and translators vary widely based on employment status. Employed interpreters and translators may receive medical, dental, and life insurance, with additional

benefits typically including vacation, sick leave, and retirement plans. Self-employed interpreters and translators must purchase their own insurance and retirement plans (Detailed Occupational Guides, 2022).

Advertised Salary from Online Job Ads

Exhibit 5 displays online job ad salary data for ASL interpreters and translators over the last 12 months. Online job ad salary information reveals that employers are willing to pay ASL interpreters and translators a median annual salary of \$62,000, above the region's \$51,452 annual (\$24.36 hourly) self-sufficiency standard. Consider the salary information with caution since only 47% (156 out of 329) of online job advertisements for this occupation provided salary information. The salary figures are prorated to reflect full-time, annual earnings status.

Exhibit 5: Advertised salary information

Number of job ads	Real-Time Salary Information				Median Annual Salary
	Less than \$35,000	\$35,000 to \$49,999	\$50,000 to \$74,999	More than \$75,000	
156	6%	22%	40%	32%	\$62,000

Source: Burning Glass – Labor Insights

Industry, Employers, Skills, Education, and Work Experience

Exhibit 6 displays the industries with the most job advertisements for ASL interpreters and translators in California over the last 12 months. The distribution of industry job advertisements for ASL interpreters and translators reflects the types of businesses seeking these workers. The other professional, scientific, and technical services industry, which contains the translation and interpretation services subindustry, accounted for one-third of statewide ASL interpreter advertisements. Combined, approximately 31% of ASL interpreter job advertisements were from education institutions, including elementary and secondary schools, junior colleges, and colleges and universities.

Exhibit 6: Industries with the most job ads for ASL interpreters and translators

Industries	Job Ads	Share of Job Ads
Other Professional, Scientific, and Technical Services	109	33%
Colleges, Universities, and Professional Schools	41	12%
Elementary and Secondary Schools	31	9%
Junior Colleges	29	9%
General Medical and Surgical Hospitals	12	4%
Individual and Family Service	12	4%
Executive, Legislative, and Other General Government Support	6	2%
Offices of Other Health Practitioners	2	1%

Industries	Job Ads	Share of Job Ads
National Security and International Affairs	1	0.3%
All other industries	86	26%
Total	329	100%

Source: Burning Glass – Labor Insights

Exhibit 7 displays the employers that posted five or more job ads for ASL interpreters and translators over the last 12 months. Showing employer names provides some insight into where students may find employment after completing a program. Sorenson Communications posted the most job advertisements for ASL workers in the state. Victor Valley Community College District posted the most job advertisements for ASL workers in the local region, primarily seeking workers to assist Disabled Student Programs and Services (DSPS).

Exhibit 7: Employers posting the most job ads for interpreters and translators

Employers	Job Ads
Sorenson Communications	51
Stepping Stones Group	30
Purple Communications	26
State Center Community College District	12
Victor Valley Community College	10
Multilingual Endeavors	10
Homeland Language Services	9
California State University, Los Angeles	8
Verbo Interpreting Services	7
Therapeutic Outreach Inc.	7
Temecula Valley USD	6
Soliant	6
Stanislaus County Office of Education	5
All other employers	142
Total	329

Source: Burning Glass – Labor Insights

Exhibit 8 lists a sample of specialized and employability skills employers' seek when looking for workers to fill ASL interpreter and translator positions. Specialized skills are occupation-specific skills that employers request for industry or job competency. Employability skills are foundational skills that transcend industries and occupations; this category is often referred to as "soft skills." The skills requested in job ads may be utilized to guide curriculum development.

Exhibit 8: Sample of in-demand skills from employer job ads

Specialized skills (n=329)	Employability skills
<ul style="list-style-type: none"> Scheduling Customer Service Record Keeping Teaching Telecommunication Troubleshooting Technical Issues 	<ul style="list-style-type: none"> Communication Skills Mentoring Teamwork/Collaboration Physical Abilities Building Effective Relationships Writing

Source: Burning Glass – Labor Insights

According to the Bureau of Labor Statistics, 33% of incumbent workers in this field hold a community college-level of educational attainment; "some college, no degree" and an "associate degree." Job advertisements indicate that a bachelor's degree may not be essential to ASL interpretation and translation, with 71% of employers seeking candidates with less than a bachelor's degree. Exhibit 9 displays the typical entry-level education, educational attainment, and minimum advertised education requirements for interpreters and translators.

Exhibit 9: Typical entry-level education, educational attainment, and minimum advertised education requirements

Typical Entry-Level Education Requirement	CC-Level Educational Attainment*	Number of Job Ads	Real-Time Minimum Advertised Education Requirement		
			High school or vocational training	Associate degree	Bachelor's degree or higher
Bachelor's degree	33%	181	60%	11%	29%

Source: Emsi 2022.1, Burning Glass – Labor Insights

*Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework

Exhibit 10 displays the work experience typically required and the real-time work experience requirements from employer job ads for ASL interpreters and translators. While work experience is not typically required for interpreters and translators, employers seeking ASL interpreters and translators appear to value previous work experience.

Exhibit 10: Work experience required and real-time work experience requirements

Work Experience Typically Required	Number of job ads	Real-Time Work Experience		
		0 – 2 years	3 – 5 years	6+ years
None	178	42%	53%	5%

Source: Emsi 2022.1, Burning Glass – Labor Insights

Certifications

Exhibit 11 displays the certifications most frequently requested in employer job advertisements. There are currently no licensing requirements for sign language interpreters in California. However, advertisements

indicated that employers value the National Association of the Deaf (NAD) certifications issued by the Registry of Interpreters for the Deaf (RID). This certification was mentioned in 58% of advertisements that contained certification requirements. For more information regarding the NAD certification, please visit the RID website (RID, 2022).

Exhibit 11: Certifications most frequently requested or required by employer advertisements

Certification (n=147)	Jobs Ads
Sign Language Certification	86
Driver's License	71

Source: Burning Glass – Labor Insights

Student Completions and Programs Outcomes

Exhibit 12 displays student completions for sign language interpreting (TOP 0850.10) programs over the last three academic years, 2018-2021. Over this period, regional community colleges have issued 25 awards annually in sign language interpreting programs. Program completion and student outcome methodologies are found in the appendix.

Exhibit 12: 2018-21, Annual average community college awards for sign language interpreting programs in the region

0850.10 – Sign Language Interpreting	Academic Year 2018-19	Academic Year 2019-20	Academic Year 2020-21	Total CC Annual Average Awards, Academic Years 2018-21
Mt. San Jacinto				5
Associate Degree	2	7	0	3
Certificate (30 to < 60 units)	3	2	0	2
Riverside				20
Associate Degree	9	6	10	8
Certificate (18 to < 30 units)	15	0	0	5
Certificate (16 to < 30 units)	0	12	9	7
Total	29	27	19	25

Source: MIS Data Mart

California program outcome data may provide a useful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 13. In the 2018-19 academic year, regional sign language interpreting programs transferred 58 students to four-year institutions.

Exhibit 13: 0850.10 – Sign language interpreting strong workforce program outcomes

Strong Workforce Program Metrics: 0850.10 – Sign Language Interpreting Academic Year 2018-19, unless noted otherwise	Inland Empire/Desert Region	California
Unduplicated count of enrolled students (2019-20)	609	7,660
Completed 9+ career education units in one year (2019-20)	19%	20%
Perkins Economically disadvantaged students (2019-20)	86%	78%
Students who attained a noncredit workforce milestone in a year (2019-20)	-	37%
Students who earned a degree, certificate, or attained apprenticeship (2019-20)	17	174
Transferred to a four-year institution (transfers)	58	597
Job closely related to the field of study (2017-18)	-	53%
Median annual earnings (all exiters)	\$21,886	\$26,152
Median change in earnings (all exiters)	26%	29%
Attained a living wage (completers and skills-builders)	37%	33%

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

Recommendation

Community college sign language interpreting programs provide the knowledge, skills, and abilities that lead to the interpreter and translator occupation. Employment for interpreters and translators is expected to increase by 14% through 2025, with 126 job openings expected annually. Interpreters and translators' 50th percentile hourly earnings are above the regional self-sufficiency rate, indicating that at least half of the workers in this occupation earn a self-sustainable wage. Online job ad salary information reveals that employers are willing to pay ASL interpreters and translators a median annual salary of \$62,000, above the region's \$51,452 annual (\$24.36 hourly) self-sufficiency standard.

Two regional community colleges currently offer sign language interpreting (TOP 0850.10) programs. Regional community colleges have issued 25 awards annually in sign language interpreting programs over the last three academic years. In the 2018-19 academic year, regional sign language interpreting programs transferred 58 students to four-year institutions.

The Centers of Excellence recommends expanding sign language interpreting programs to meet regional demand for ASL interpreters and translators. Colleges considering this program should partner with applicable employers to document their demand specifically for ASL interpreters and translators and the certifications needed for students to earn self-sustainable earnings after exiting the program.

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March 2022

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Appendix: Methodology

Exhibit 12 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2018 and 2021 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total of associate degrees and

certificates issued during the timeframe, divided by three in this case to calculate an annual average. This is done to minimize the effect of atypical variation that might be present in a single year.

Community college student outcome information is from LaunchBoard and based on the selected TOP code and region. These metrics are based on records submitted to the California Community Colleges Chancellor's Office Management Information Systems (MIS) by community colleges, which come from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from records provided by California's Employment Development Department's Unemployment Insurance database. When available, outcomes for completers are reported to demonstrate the impact that earning a degree or certificate can have on employment and earnings. For more information on the types of students included for each metric, please see the web link for LaunchBoard's Strong Workforce Program Metrics Data Element Dictionary in the References section (LaunchBoard, 2021 a). Finally, employment in a job closely related to the field of study comes from self-reported student responses on the CTE Employment Outcomes Survey (CTEOS), administered by Santa Rosa Junior College (LaunchBoard, 2021 a).

Job advertisement data is limited to the information provided by employers and the ability of artificial intelligence search engines to identify this information. Additionally, preliminary calculations by Georgetown Center on Education and the Workforce found that "just 30 to 40 percent of openings for candidates with some college or an associate degree, and only 40 to 60 percent of openings for high school diploma holders appear online" (Carnevale et al., 2014). Online job advertisements often do not reveal employers' hiring intentions; it is unknown if employers plan to hire one or multiple workers from a single online job ad or if they are collecting resumes for future hiring needs. A closed job ad may not be the result of a hired worker.

Table 1. 2020 to 2025 job growth, wages, entry-level education, training, and work experience required for interpreters and translators in the Inland Empire/Desert Region (Riverside and San Bernardino counties combined)

Occupation (SOC)	2020 Jobs	5-Year Change (New Jobs)	5-Year % Change (New Jobs)	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage (10 th to 90 th percentile)	Median Hourly Wage (50 th percentile)	Average Annual Earnings	Entry-Level Education & On-The-Job-Training	Work Experience Required
Interpreters and Translators (27-3091)	984	138	14%	126	\$14.79 to \$58.47	\$35.47	\$84,000	Bachelor's Degree & None	None

Source: Emsi 2022.1