



2021 MRID INTERPRETER CENSUS RESULTS

Interpreting Community,

The MRID Census Committee is proud to present the completion of the 2021 MRID Interpreter Census results with you. The data is broken down into five general sections that made the data easier for analysis and distribution, not necessarily because each question fit neatly into a category. The five parts are as follows:

1. Initial general data and demographics ([page 6](#))
2. Work sectors, rates, and hours ([page 23](#))
3. Certification and licensure ([page 45](#))
4. Education K-12 interpreting ([page 60](#))
5. Day-to-day interpreting and experience breakdowns ([page 74](#))

This document will be locked as “view only”, though you will be able to download or print as desired, and it is meant to be a “living document”. The committee is happy to calculate additional data points that the community needs and add them to the collected data. Make sure you are always using the most recent version by checking the bottom right corner for the version date. Please submit any requests for additional data using [this link to our Google Form](#).

We thank you for your patience while we analyzed the survey data. We are very proud of the work that has gone into this and are excited to see how the results of this census will benefit the community at large.

Sincerely,

MRID Census Committee
census@mrid.org

BACKGROUND

Enclosed are the results of the 2021 MRID Census, a survey that was used to capture the current landscape of the Minnesota interpreting community at large prompted by:

MRID Motion 2020:12:03: Move to establish an ad hoc committee for a 2021 MN Interpreter Census, in which the creation of the census questions would be in collaboration with various organizations and stakeholders. The results of the survey will be compiled and interpreted as a committee and distributed to the public (Zapko/Bolduc) CARRIED.

The 60 survey questions were developed with the input and support of various stakeholders throughout the state. Thank you again to all those whose ideas and feedback helped shape the final design and delivery of the census. A complete list of stakeholders that were invited to be involved in this process can be found at [this link](#).

While this survey is not all encompassing, questions range from demographic information to current workload, rates, and more. The survey was available for individuals to take from 11/23/2021-1/7/2022 and received 662 total responses. Through the process of reviewing the data, the committee identified 72 responses that were duplicates.

Out of the 590 valid survey responses, 66 individuals answered the first question as "I am not an interpreter" or "I've worked as interpreter but not currently working as one" which ended their survey, and 9 other individuals chose to end the survey after the first question. As the survey went on, individuals ended the survey at various data points. These factors all combine to mean there are varying total answers for each question. You will see the number of people answering any given question indicated on the data set.

One final note, the order of results displayed here do not match the order of which the questions were asked on the survey. Various data points have been crossed to give more information and inserted where they fit.

Complete Table of Contents

1. HOW MUCH OF YOUR WORK IS INTERPRETING?	7
2. WHICH BEST DESCRIBES YOU- DEAF INTERPRETER, DEAF PARENTED/CODA, HEARING INTERPRETER?	8
3. ARE YOU A MEMBER OF MRID AND/OR RID?	9
4. WHAT YEAR WERE YOU BORN?	10
5. IN WHAT REGION DO YOU LIVE?	11
6. WHAT BEST DESCRIBES YOU*- RACE AND ETHNICITY	12
6. WHAT BEST DESCRIBES YOU*- RACE AND ETHNICITY (CONTINUED)	13
7. WHAT BEST DESCRIBES YOU*- GENDER IDENTITY	14
8. WHAT IS THE HIGHEST DEGREE OR LEVEL OF SCHOOL YOU HAVE COMPLETED?	15
9. DO YOU CURRENTLY HOLD ANY CREDENTIALS/CERTIFICATIONS FOR INTERPRETING?	16
10. HOW MUCH OF YOUR INTERPRETING WORK IS... SOLO?	17
10. HOW MUCH OF YOUR INTERPRETING WORK IS... TEAMED WITH A DEAF INTERPRETER?	18
10. HOW MUCH OF YOUR INTERPRETING WORK IS... TEAMED WITH A HEARING INTERPRETER?	18
10. HOW MUCH OF YOUR INTERPRETING WORK IS... IN A NEIGHBORING STATE? (ND, SD, IA, WI)	19
10. HOW MUCH OF YOUR INTERPRETING WORK IS... WITH DEAFBLIND INDIVIDUALS?	19
11. HOW SUPPORTED DO YOU FEEL IN THIS FIELD?	20
12. WHERE DO YOU SEE YOURSELF IN 5 YEARS?	21
13. WOULD YOU RECOMMEND INTERPRETING (AS A CAREER) TO SOMEONE?	22
14. HOW MUCH OF YOUR INTERPRETING WORK IS- STAFF POSITION, 1099 AGENCY, 1099 DIRECT BILL?	24
15. HOW MANY TOTAL BILLABLE HOURS DO YOU WORK PER WEEK AS AN INTERPRETER? (INCLUDING PAID TRAVEL, BILLABLE PREP, CANCELLATIONS, AND 2-HOUR MINIMUMS)	25
16. WHAT IS YOUR AVERAGE PAY PER HOUR*? DAYTIME	26
17. WHAT IS YOUR AVERAGE PAY PER HOUR? EVENING/WEEKENDS	28
18. WHAT IS YOUR AVERAGE PAY PER HOUR? SPECIALTY INTERPRETING	30
19. HOW MUCH OF YOUR INTERPRETING WORK IS... IN EACH SECTOR	32
20. WHERE ARE YOU EMPLOYED AS A STAFF INTERPRETER?	40
21. HOW MANY AGENCIES DO YOU CONTRACT WITH?	41
22. DATA COMPARISON BETWEEN 14 AND 21 NUMBER OF AGENCIES 1099 CONTRACTORS WORK WITH COMPARED TO HOW OFTEN THEY WORK AS 1099 WITH AGENCIES	42
23. HOW OFTEN DO YOU WORK WITH EACH AGENCY?	43
24. TELL US ABOUT YOUR DIRECT BILL WORK (CHECK ALL THAT APPLY)	44
25. COMPARISON POINT: WHERE CERTIFIED/NON-CERTIFIED INTERPRETERS LIVE	46
26. DO YOU HOLD ANY STATE LICENSE FOR INTERPRETING?	51

27. STATES THAT INTERPRETERS HOLD LICENSURE	52
28. WHAT YEAR DID YOU FIRST BECOME CERTIFIED?.....	53
29. WHAT CREDENTIALS DO YOU CURRENTLY HOLD?	55
30. WHAT TESTS/ASSESSMENTS HAVE YOU PASSED?	57
31. WHEN DO YOU PLAN ON TAKING A CERTIFICATION TEST? *ONLY THOSE WHO RESPONDED “NON-CERTIFIED” WERE PROMPTED TO ANSWER THIS QUESTION	58
32. WHAT ARE THE BARRIERS TO BECOMING CERTIFIED?.....	59
33. HOW MUCH OF YOUR WORK IS IN EDUCATION K-12?	61
34. COMPARISON POINT: CERTIFICATION AND EDUCATION K-12 INTERPRETING	62
35. CONTRACT FOR EDUCATION K-12 INTERPRETING THROUGH SCHOOL DISTRICT OR REFERRAL AGENCY?	63
36. DATA COMPARISON: TYPE OF EDUCATION K-12 INTERPRETING AND CERTIFICATION	64
37. WORKING IN EDUCATION: WHAT IS YOUR JOB TITLE?	65
38. DATA COMPARISON: CERTIFICATION AND JOB TITLES IN EDUCATION K-12 INTERPRETING	66
39. HOW MANY TOTAL YEARS HAVE YOU WORKED IN K-12?	67
40. DATA COMPARISON: YEARS IN K-12 AND CERTIFICATION?	68
41. DATA COMPARISON: EDUCATION K-12 INTERPRETING AND HOURLY RATES	69
42. DATA COMPARISON: EDUCATION K-12 INTERPRETING HOURLY RATES AND CERTIFICATION/EIPA STATUS... 70	
43. DO YOU PRIMARILY WORK IN A MN SCHOOL DISTRICT?.....	71
44. AS AN EDUCATIONAL INTERPRETER, DO YOU ALSO FEEL PRESSURED TO WORK IN COMMUNITY SETTINGS? 72	
45. DATA COMPARISON: CERTIFICATION AND FEELING PRESSURED TO WORK IN COMMUNITY SETTINGS	73
46. HOW SATISFIED ARE YOU WITH THE AMOUNT OF WORK AVAILABLE TO YOU?	75
47. DATA COMPARISON: CERTIFICATION AND SATISFACTION WITH AVAILABLE WORK	76
48. HOW MUCH OF YOUR WORK IS ON SITE V. VIDEO?	77
49. HOW MUCH OF YOUR WORK IS ON ONGOING/CONSISTENT V. SPORADIC?	78
50. HOW TOTAL TIME DO YOU SPEND COMMUTING FOR INTERPRETING WORK?	79
51. WHEN YOU BILL FOR TRAVEL, WHAT RATE DO YOU TYPICALLY CHARGE?	80
52. HOW OFTEN DO YOU WORK DURING... TIME OF DAY/NIGHT	82
53. HOW OFTEN DO YOU WORK DURING... WEEKDAYS, WEEKENDS, HOLIDAYS.....	84
54. HOW OFTEN DO YOU WORK WITH THESE AGES?	86
55. DO YOU HAVE PROFESSIONAL LIABILITY INSURANCE?	88
56. DO YOU HAVE HEALTH INSURANCE?	89
57. DO YOU HAVE RETIREMENT?	90
58. HOW DID YOU GET INTO THE FIELD OF INTERPRETING?.....	91
59. HOW DID YOU RECEIVE TRAINING TO BECOME AN INTERPRETER?	92

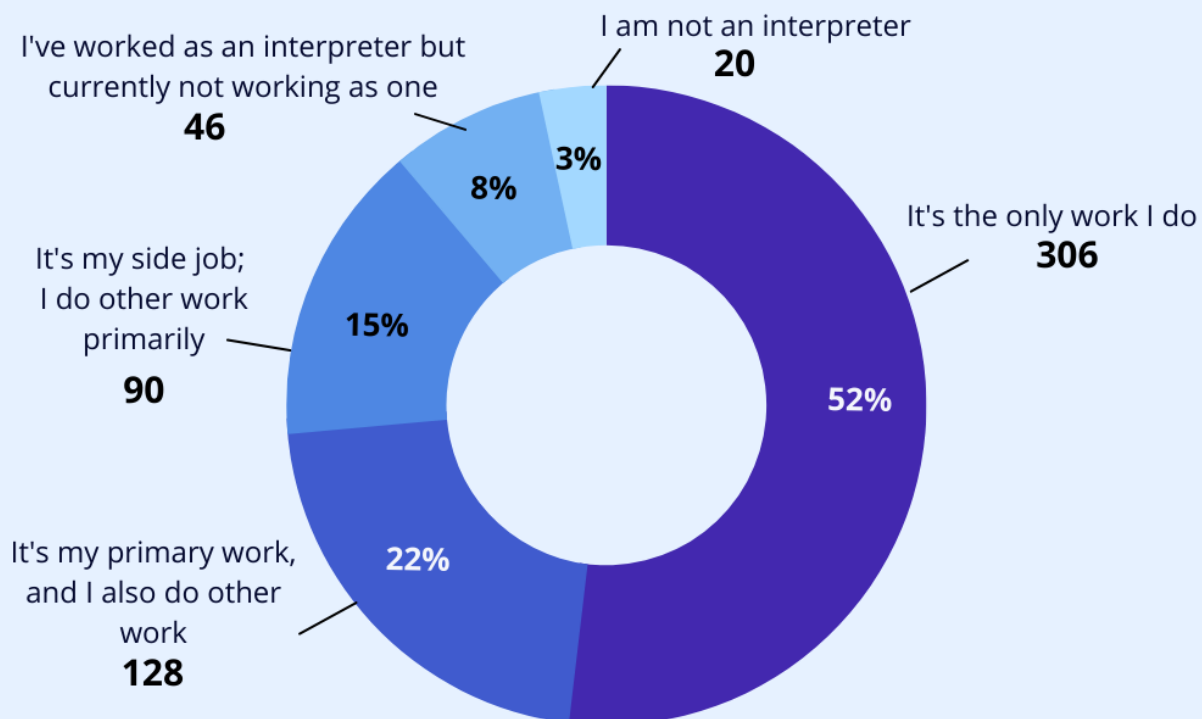
60. WHAT YEAR DID YOU BEGIN INTERPRETING FOR PAY?	93
61. IF YOU ATTENDED AN ITP, HOW LONG WAS YOUR PROGRAM?.....	94
62. WHAT YEAR DID YOU GRADUATE OR COMPLETE YOUR INTERPRETER TRAINING PROGRAM?	95
63. YOUR PROFESSIONAL DEVELOPMENT MOST COMMONLY CONSISTS OF?.....	96
64. HOW MANY HOURS OF PROFESSIONAL DEVELOPMENT DO YOU DO PER YEAR?	97
65. WITHIN THE LAST TWO YEARS, WHAT HAS BEEN YOUR MENTORING EXPERIENCE?	98
66. WHERE ARE THE TOP THREE PLACES YOU GO TO SEEK OUT PROFESSIONAL SUPPORT AND INVOLVEMENT?	99
67. OUTSIDE OF YOUR (PAID) WORK AS AN INTERPRETER, HOW MUCH TIME DO YOU USE ASL?	100
68. ON AVERAGE, HOW MANY VOLUNTEER/PRO-BONO INTERPRETING HOURS DO YOU DO PER YEAR?	101
69. HAVE YOU EXPERIENCED ANY OF THE FOLLOWING?.....	102
70. DATA COMPARISON: ENCOURAGING GROWTH OF OUR FIELD	104
71. DATA COMPARISON: DISCRIMINATION, MICROAGGRESSION, AND HORIZONTAL VIOLENCE AMONG POC, DI, AND CODA	105
72. DATA COMPARISON, YEARS OF EXPERIENCE AND RATE FOR DAYS AND EVENINGS/WEEKENDS.....	106
73. DATA COMPARISON, YEARS OF EXPERIENCE AND RATE FOR DAYS AND EVENINGS/WEEKENDS.....	107

RESULTS PART 1

1. HOW MUCH OF YOUR WORK IS INTERPRETING?	7
2. WHICH BEST DESCRIBES YOU- DEAF INTERPRETER, DEAF PARENTED/CODA, HEARING INTERPRETER?	8
3. ARE YOU A MEMBER OF MRID AND/OR RID?.....	9
4. WHAT YEAR WERE YOU BORN?	10
5. IN WHAT REGION DO YOU LIVE?	11
6. WHAT BEST DESCRIBES YOU*- RACE AND ETHNICITY	12
6. WHAT BEST DESCRIBES YOU*- RACE AND ETHNICITY (CONTINUED)	13
7. WHAT BEST DESCRIBES YOU*- GENDER IDENTITY	14
8. WHAT IS THE HIGHEST DEGREE OR LEVEL OF SCHOOL YOU HAVE COMPLETED?	15
9. DO YOU CURRENTLY HOLD ANY CREDENTIALS/CERTIFICATIONS FOR INTERPRETING?	16
10. HOW MUCH OF YOUR INTERPRETING WORK IS... SOLO?.....	17
10. HOW MUCH OF YOUR INTERPRETING WORK IS... TEAMED WITH A DEAF INTERPRETER?	18
10. HOW MUCH OF YOUR INTERPRETING WORK IS... TEAMED WITH A HEARING INTERPRETER?	18
10. HOW MUCH OF YOUR INTERPRETING WORK IS... IN A NEIGHBORING STATE? (ND, SD, IA, WI).....	19
10. HOW MUCH OF YOUR INTERPRETING WORK IS... WITH DEAFBLIND INDIVIDUALS?	19
11. HOW SUPPORTED DO YOU FEEL IN THIS FIELD?.....	20
12. WHERE DO YOU SEE YOURSELF IN 5 YEARS?	21
13. WOULD YOU RECOMMEND INTERPRETING (AS A CAREER) TO SOMEONE?	22

1. How much of your work is interpreting?

590 individuals answered this question



1. HOW MUCH OF YOUR WORK IS INTERPRETING?

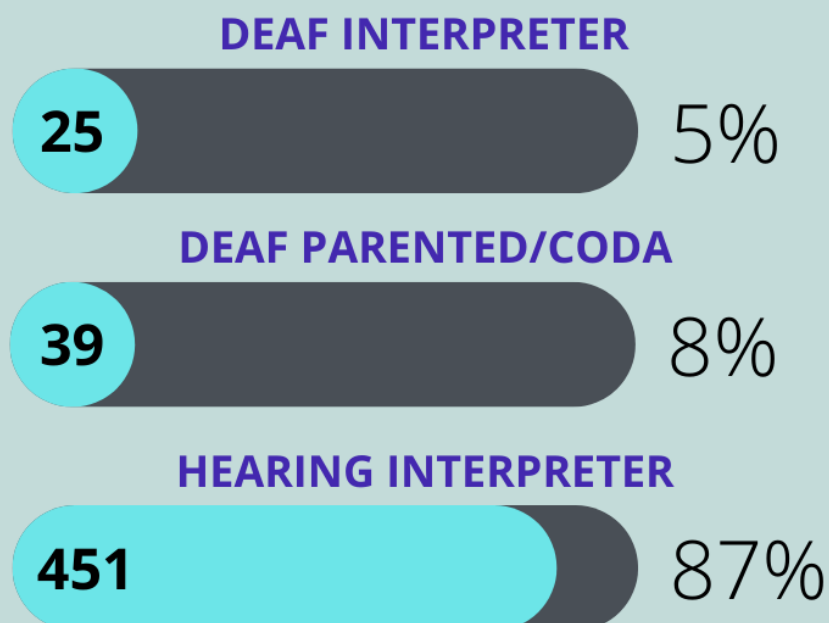
590 individuals answered this question

The donut chart above indicates:

- 306 people (52%) – It's the only work I do
- 128 people (22%) – It's my primary work, and I also do other work
- 90 people (15%) – It's my side job; I do other work primarily
- 46 people (8%) – I've worked as an interpreter but not currently working as one
- 20 people (3%) – I am not an interpreter

2. Which best describes you?

515 individuals answered this question



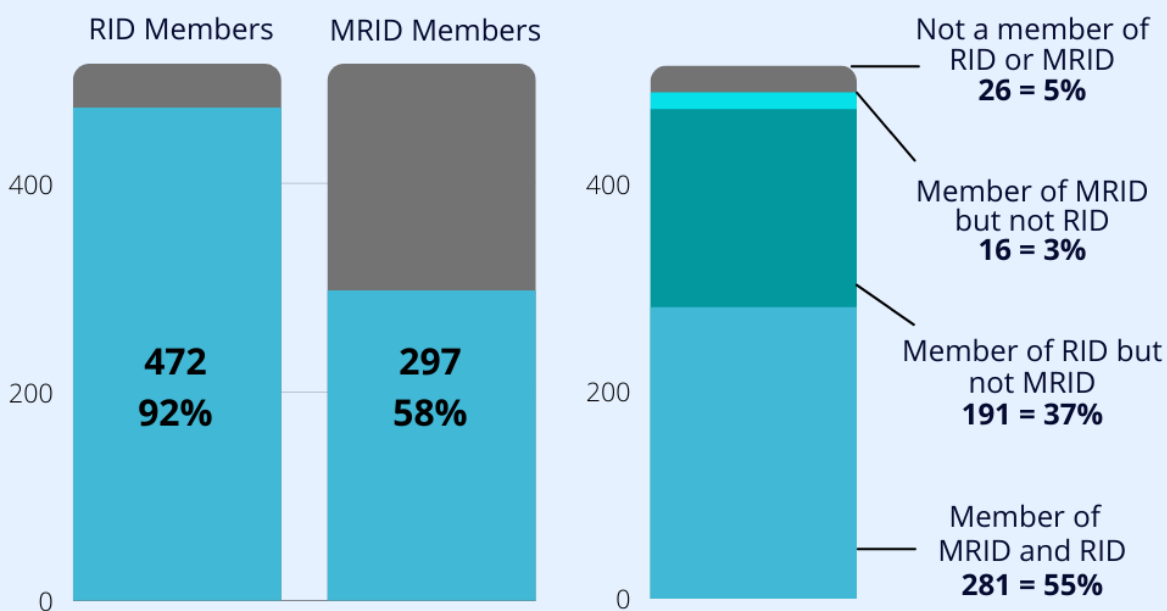
2. WHICH BEST DESCRIBES YOU- DEAF INTERPRETER, DEAF PARENTED/CODA, HEARING INTERPRETER?

515 individuals answered this question in a “check all that apply” format

The chart above indicates:

- 25 people (5%) – Deaf Interpreter
- 39 people (8%) – Deaf Parented/CODA
- 451 people (87%) – Hearing Interpreter

3. Are you a member of MRID and/or RID? 514 individuals answered this question



3. ARE YOU A MEMBER OF MRID AND/OR RID?

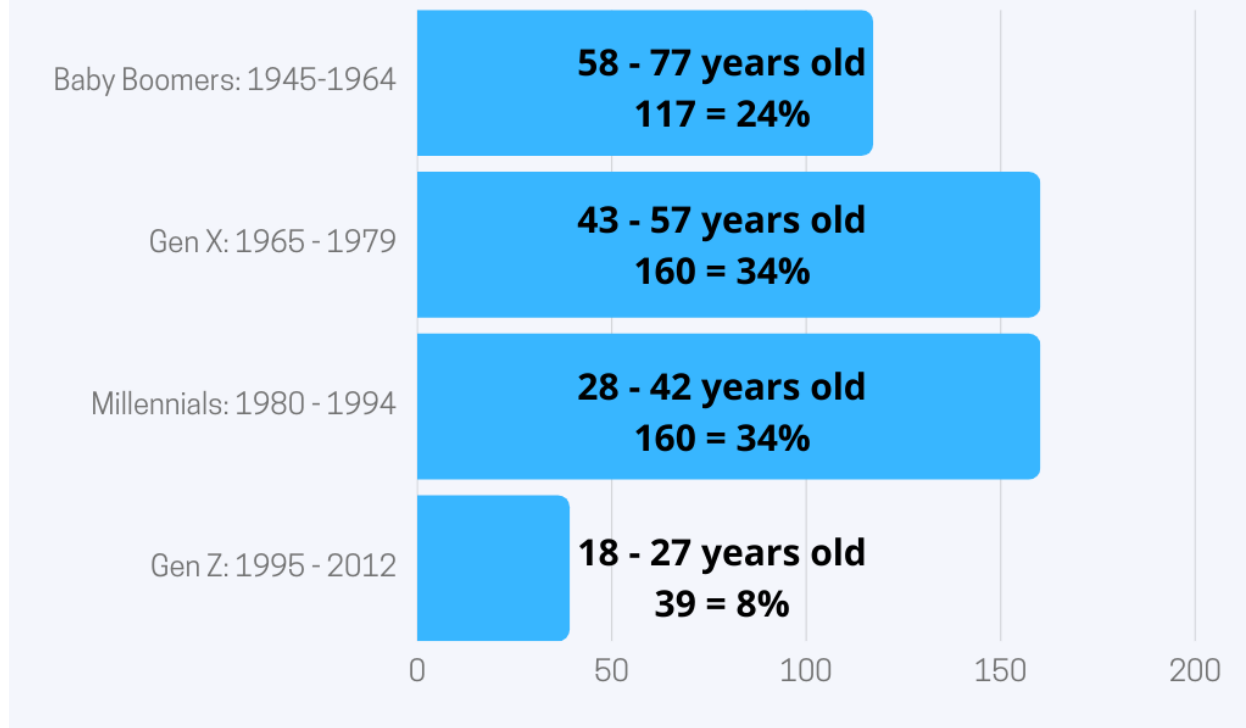
514 individuals answered this question

The chart above indicates:

- 472 people (92%) – RID Members
- 297 people (58%) – MRID Members
- 281 people (55%) – Member of RID and MRID
- 191 people (37%) – Member of RID but not MRID
- 16 people (3%) – Member of MRID but not RID
- 26 people (5%) – Not a member of RID or MRID

4. What year were you born?

476 individuals answered this question



4. WHAT YEAR WERE YOU BORN?

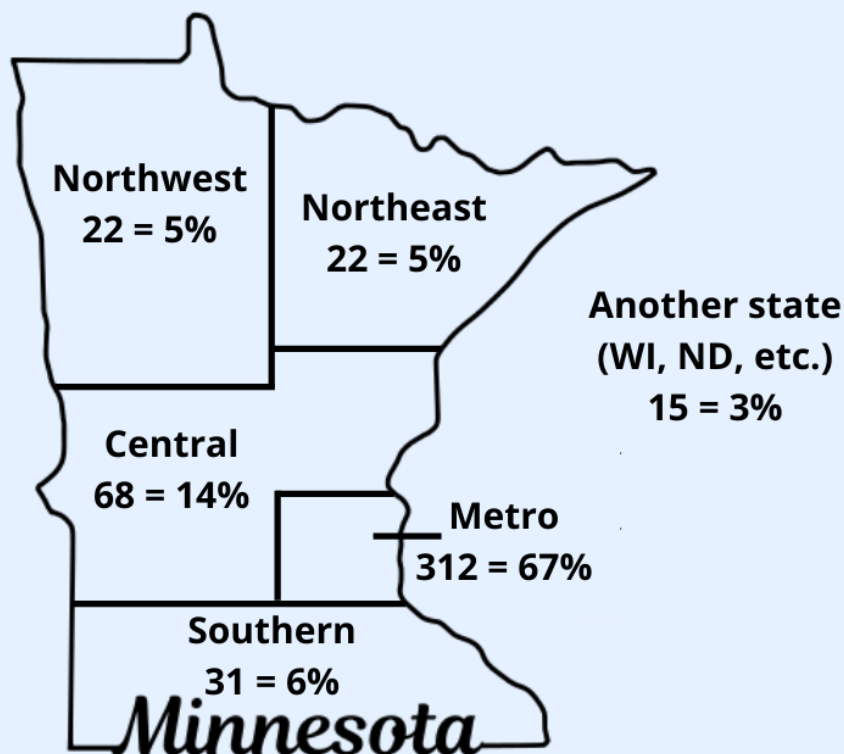
476 individuals answered this question

The bar graph above indicates:

- 117 people (24%) – Baby Boomers: 1945-1964, 58-77 years old
- 160 people (34%) – Gen X: 1965-1979, 43-57 years old
- 160 people (34%) – Millennials: 1980-1994, 28-42 years old
- 39 people (8%) – Gen Z: 1995-2012, 18-27 years old

5. In what region do you live?

470 individuals answered this question



5. IN WHAT REGION DO YOU LIVE?

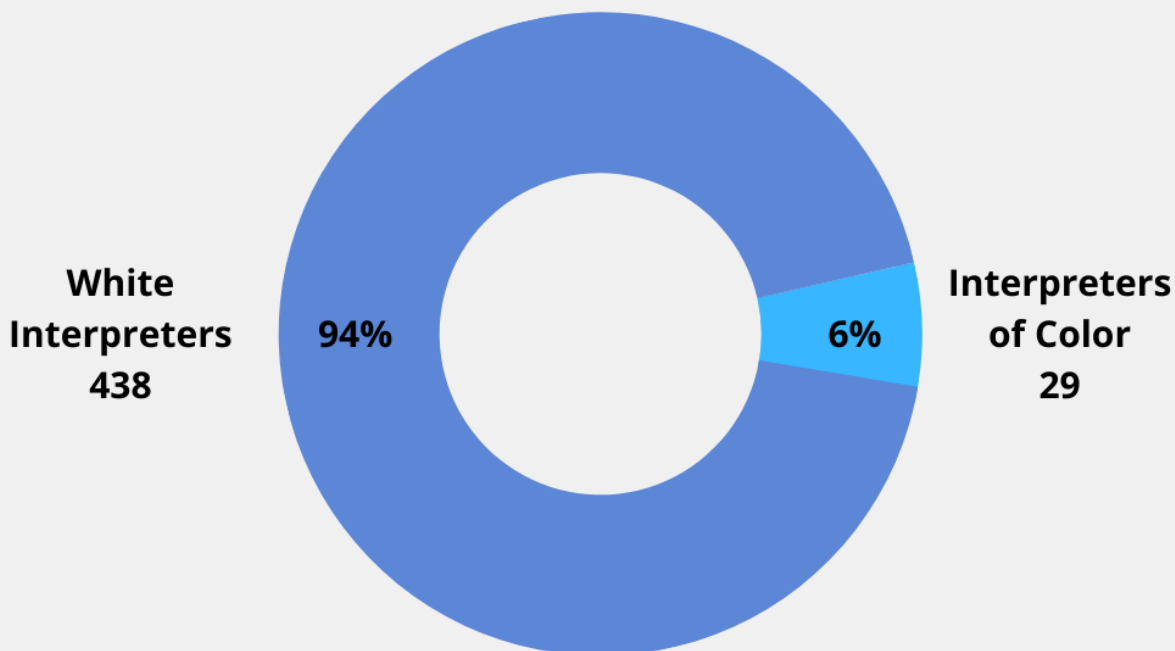
470 individuals answered this question

The Minnesota shaped chart above indicates:

- 22 people (5%) – Northwest
- 22 people (5%) – Northeast
- 68 people (14%) – Central
- 312 people (67%) – Metro
- 31 people (6%) – Southern

6. What best describes you?*

467 individuals answered this question



*MRID recognizes the various cultural identities one person could have, so this option was a "check all that apply"

6. WHAT BEST DESCRIBES YOU* - RACE AND ETHNICITY BREAKDOWN OF WHITE INTERPRETERS AND INTERPRETERS OF COLOR OVERALL

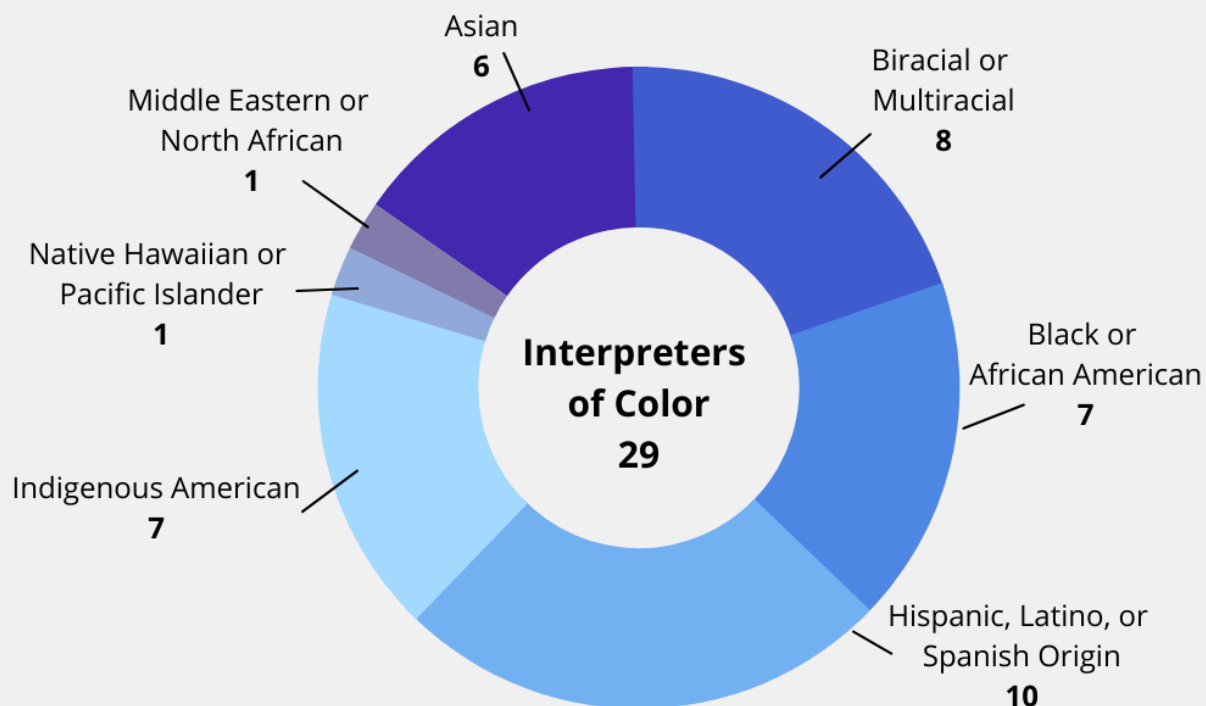
467 individuals answered this question

The donut chart above indicates:

- 29 people (6%) – Interpreters of Color
- 438 people (94%) – White Interpreters

*MRID recognizes the various cultural identities one person could have, so this option was a "check all that apply"

Races and ethnicities, other than white, represented within Minnesota-based interpreters of color



*MRID recognizes the various cultural identities one person could have, so this option was a "check all that apply"

6. WHAT BEST DESCRIBES YOU*- RACE AND ETHNICITY (Continued) RACES AND ETHNICITIES, OTHER THAN WHITE, REPRESENTED WITHIN MINNESOTA-BASED INTERPRETERS OF COLOR

29 individuals represented in this data

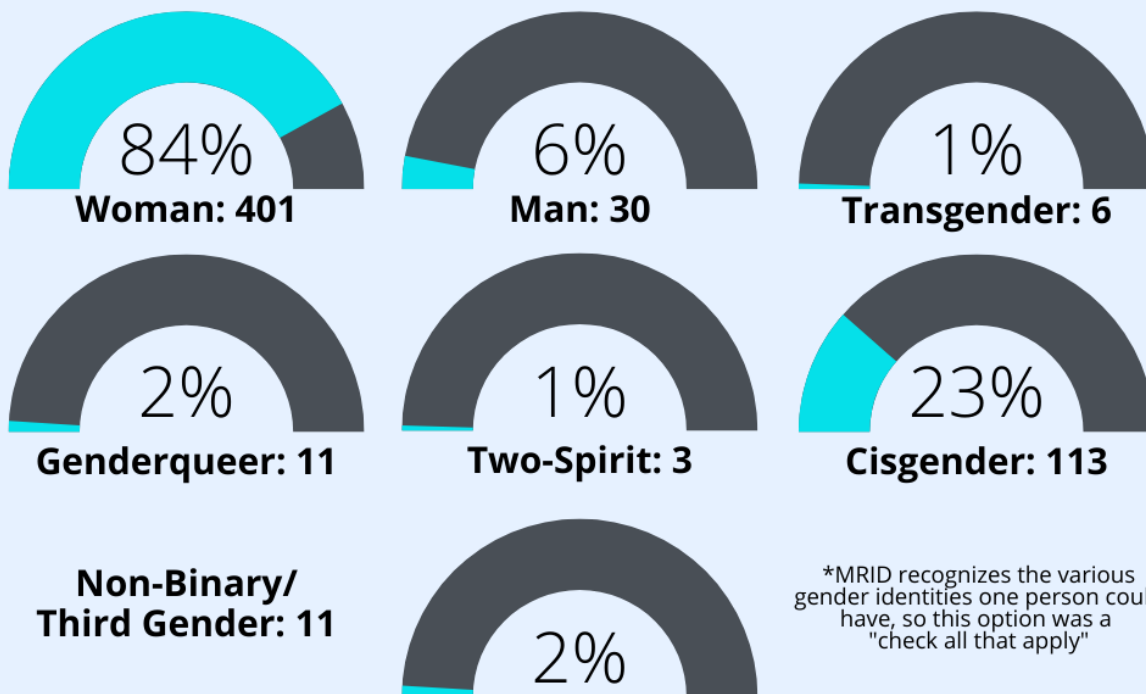
The donut chart above indicates:

- 6 – Asian
- 8 – Biracial or Multicultural
- 7 – Black or African American
- 10 – Hispanic, Latino, or Spanish Origin
- 7 – Indigenous American
- 1 – Middle Eastern or North African
- 1 – Native Hawaiian or Pacific Islander

*MRID recognizes the various cultural identities one person could have, so this option was a "check all that apply"

7. What best describes you?*

480 individuals answered this question



7. WHAT BEST DESCRIBES YOU*- GENDER IDENTITY

WOMAN, MAN, TRANSGENDER, GENDERQUEER, TWO-SPIRIT, CISGENDER, NON-BINARY/THIRD GENDER

480 individuals answered this question

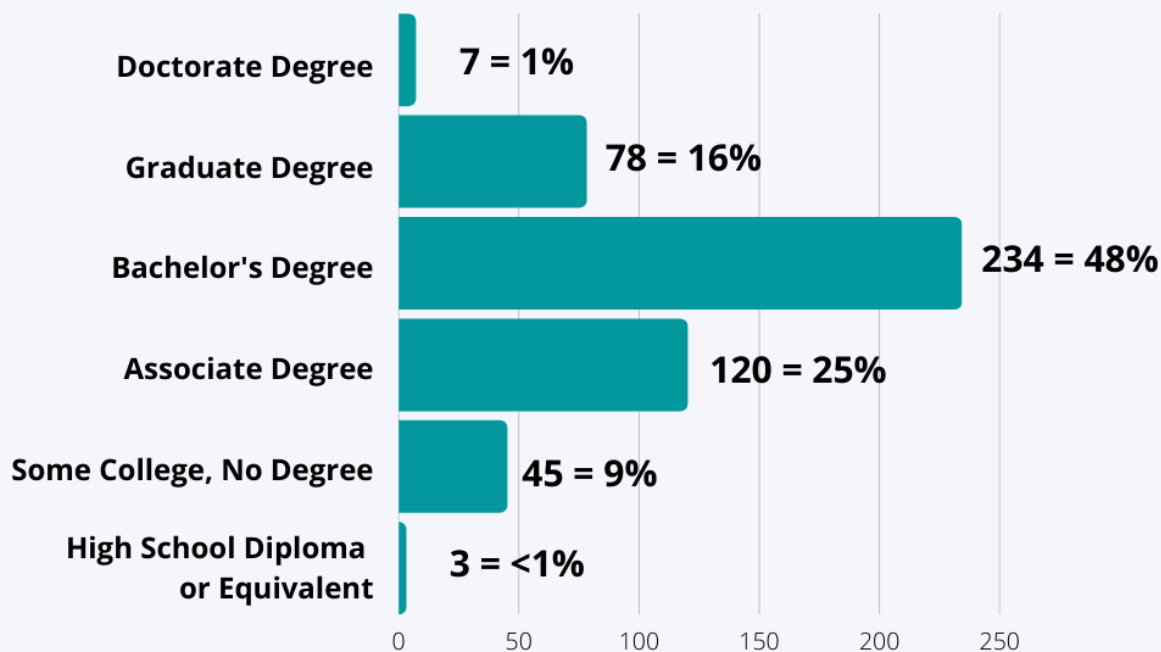
The donut charts above indicate:

- 401 people (84%) – Women
- 30 people (6%) – Man
- 6 people (1%) – Transgender
- 11 people (2%) – Genderqueer
- 3 people (1%) – Two-Spirit
- 113 people (23%) – Cisgender
- 11 people (2%) – Non-Binary/Third Gender

*MRID recognizes the various gender identities one person could have, so this option was a "check all that apply"

8. What is the highest degree or level of school you have completed?

487 individuals answered this question



8. WHAT IS THE HIGHEST DEGREE OR LEVEL OF SCHOOL YOU HAVE COMPLETED?

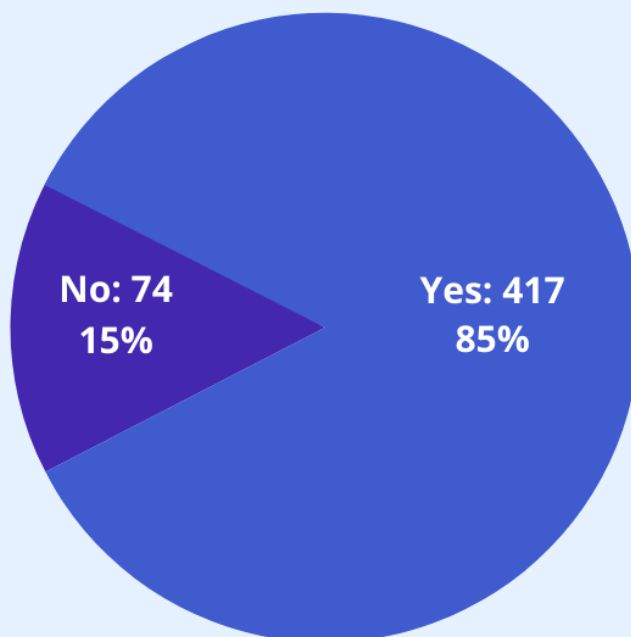
487 individuals answered this question

The bar graph above indicates:

- 7 people (1%) – Doctorate Degree
- 78 people (16%) – Graduate Degree
- 234 people (48%) – Bachelor's Degree
- 120 people (25%) – Associate Degree
- 45 people (9%) – Some College, No Degree
- 3 people (<1%) – High School Diploma or Equivalent

9. Do you currently hold any credentials/certifications for interpreting?

491 individuals answered this question



*People that checked yes hold a variety of credentials recognized in Minnesota.

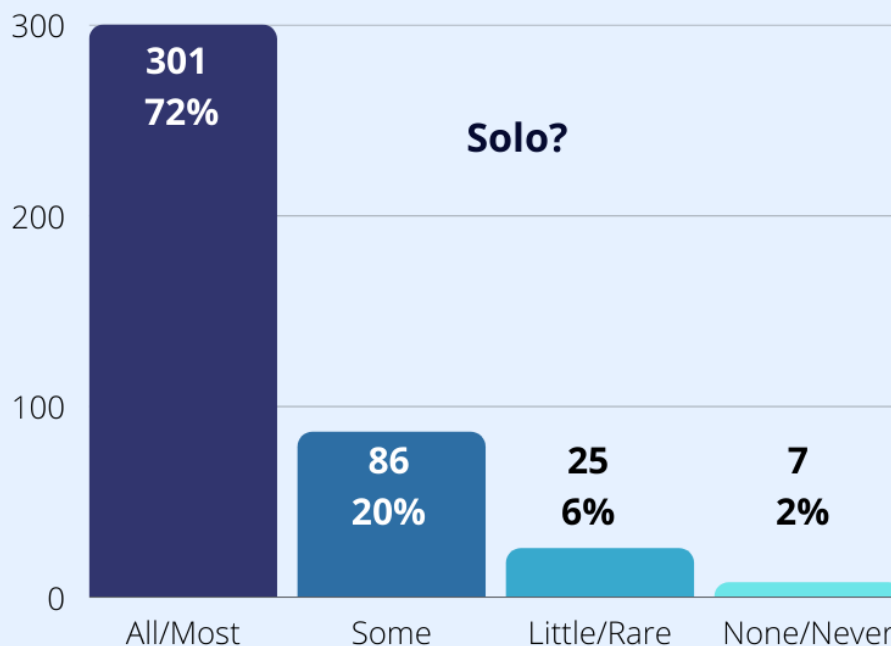
9. DO YOU CURRENTLY HOLD ANY CREDENTIALS/CERTIFICATIONS FOR INTERPRETING?

491 individuals answered this question

The pie chart above indicates:

- 74 people (15%) – No
- 417 people (85%) – Yes

10. How much of your interpreting work is... 419 individuals answered this question



10. HOW MUCH OF YOUR INTERPRETING WORK IS... SOLO?

419 individuals answered this question

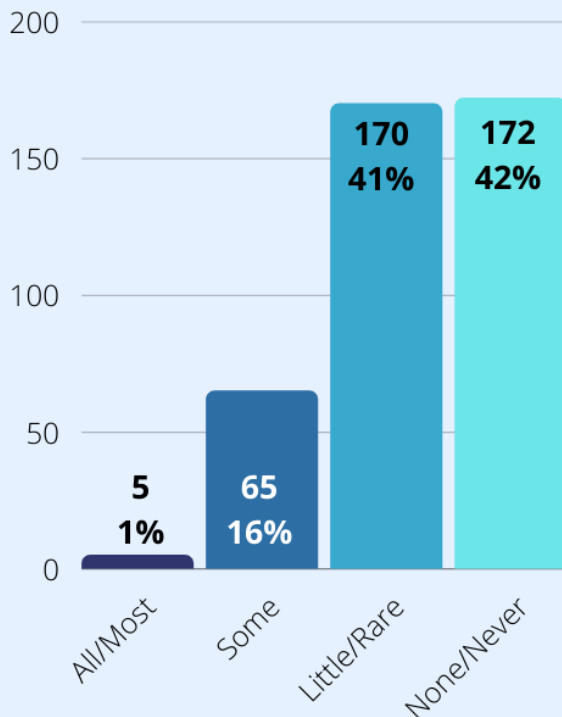
The bar graph above indicates:

- 301 people (72%) – All/Most
- 86 people (20%) – Some
- 25 people (6%) – Little/Rare
- 7 people (2%) – None/Never

10. How much of your interpreting work is...

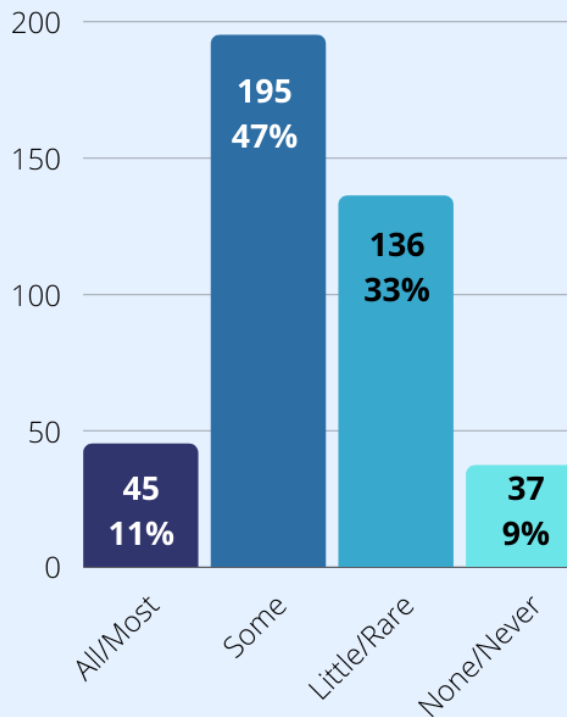
Teamed with a Deaf Interpreter?

412 individuals answered this question



Teamed with a Hearing Interpreter?

413 individuals answered this question



10. HOW MUCH OF YOUR INTERPRETING WORK IS... TEAMED WITH A DEAF INTERPRETER?

412 individuals answered this question. The bar graph above indicates:

- 5 people (1%) – All/Most
- 65 people (16%) – Some
- 170 people (41%) – Little/Rare
- 172 people (42%) – None/Never

10. HOW MUCH OF YOUR INTERPRETING WORK IS... TEAMED WITH A HEARING INTERPRETER?

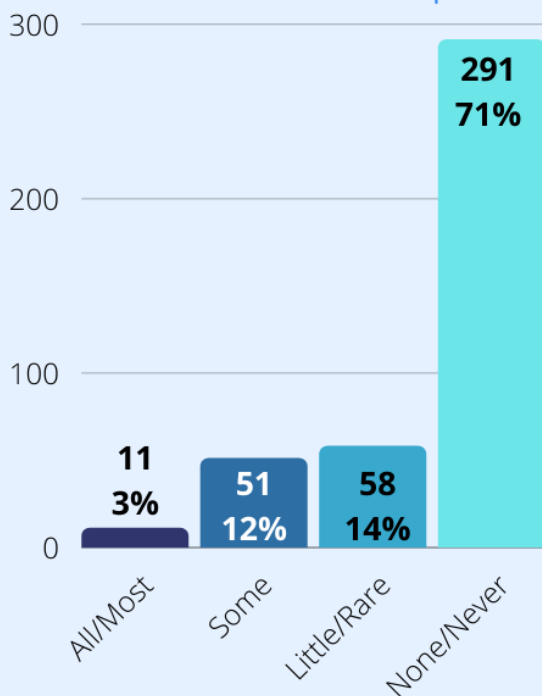
413 individuals answered this question. The bar graph above indicates:

- 45 people (11%) – All/Most
- 195 people (47%) – Some
- 136 people (33%) – Little/Rare
- 37 people (9%) – None/Never

10. How much of your interpreting work is...

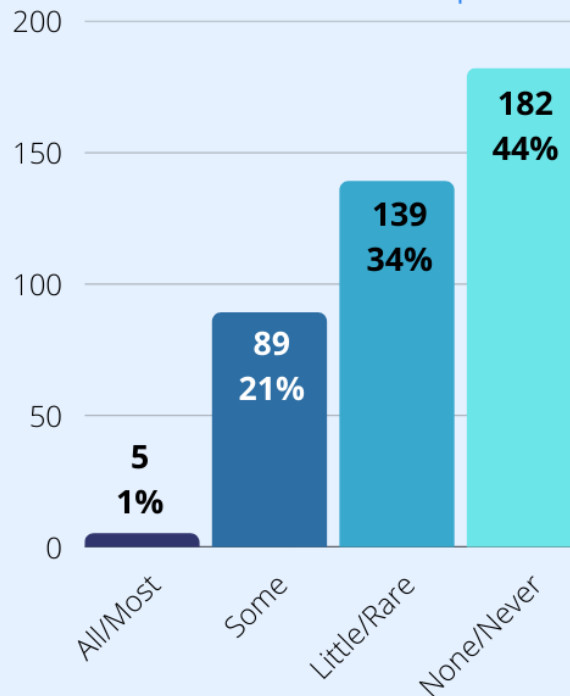
In a Neighboring State? (ND, SD, IA, WI)

411 individuals answered this question



With DeafBlind Individuals?

415 individuals answered this question



10. HOW MUCH OF YOUR INTERPRETING WORK IS... IN A NEIGHBORING STATE? (ND, SD, IA, WI)

411 individuals answered this question. The bar graph above indicates:

- 11 people (3%) – All/Most
- 51 people (12%) – Some
- 58 people (14%) – Little/Rare
- 291 people (71%) – None/Never

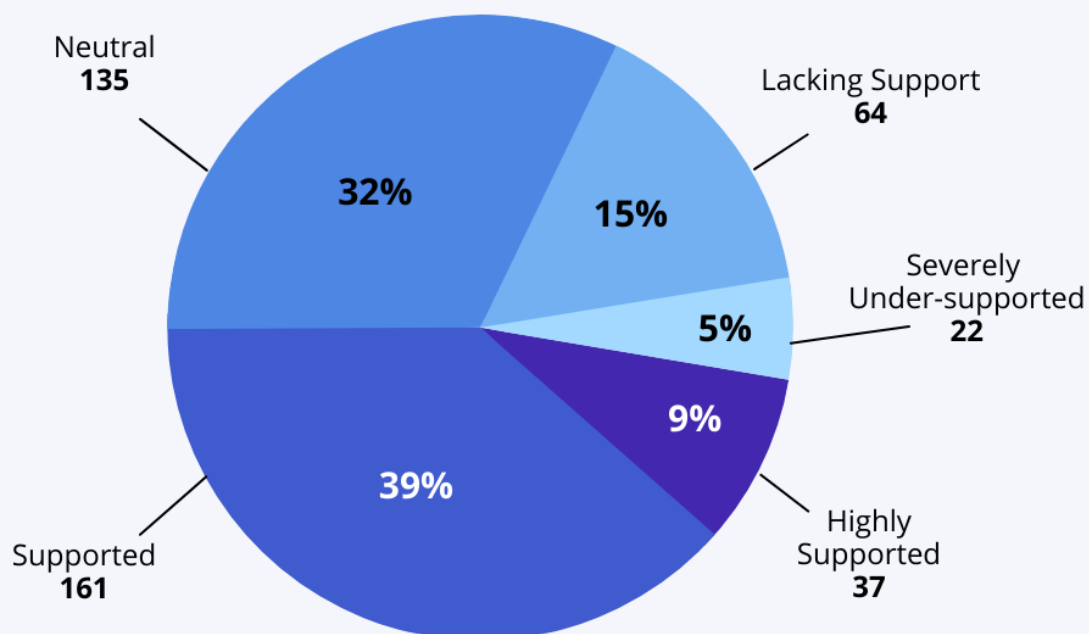
10. HOW MUCH OF YOUR INTERPRETING WORK IS... WITH DEAFBLIND INDIVIDUALS?

415 individuals answered this question. The bar graph above indicates:

- 5 people (1%) – All/Most
- 89 people (21%) – Some
- 139 people (34%) – Little/Rare
- 182 people (44%) – None/Never

11. How supported do you feel in this field?

419 individuals answered this question



11. HOW SUPPORTED DO YOU FEEL IN THIS FIELD?

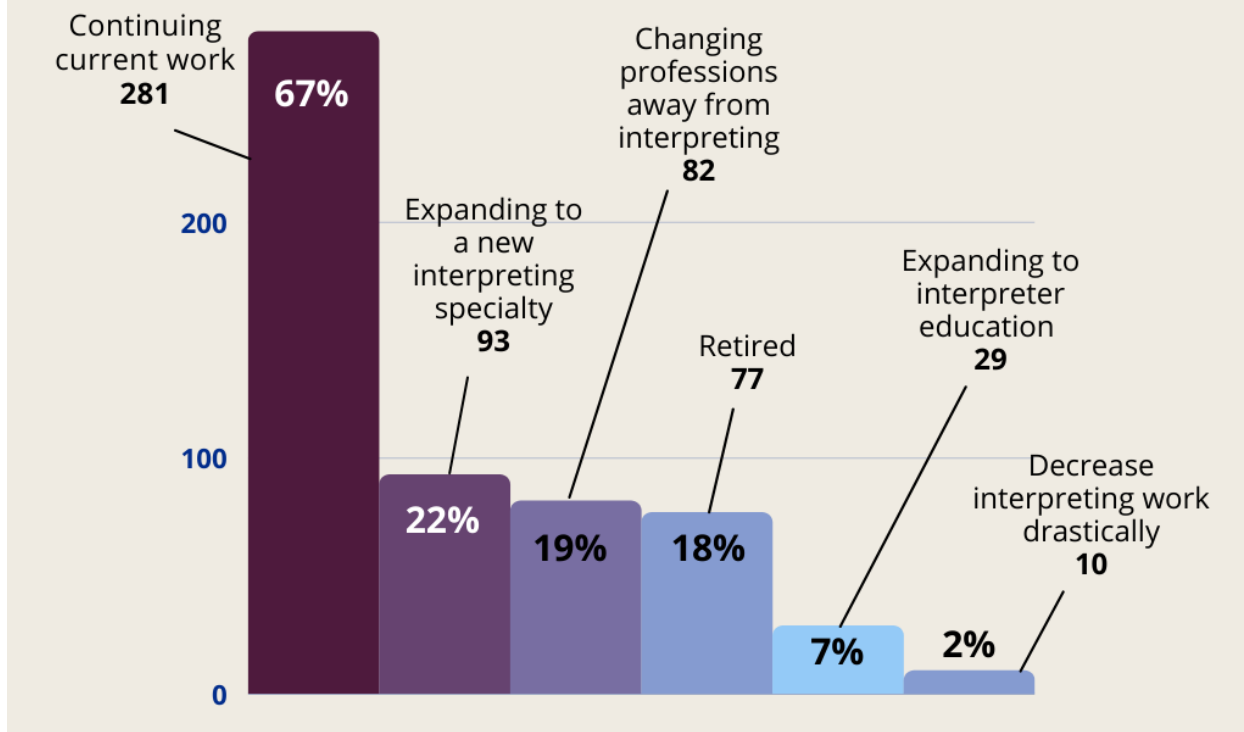
419 individuals answered this question

The bar graph above indicates:

- 22 people (5%) – Severely Under-supported
- 64 people (15%) – Lacking Support
- 135 people (32%) – Neutral
- 161 people (39%) – Supported
- 37 people (9%) – Highly Supported

12. Where do you see yourself in 5 years?

421 individuals answered this question



12. WHERE DO YOU SEE YOURSELF IN 5 YEARS?

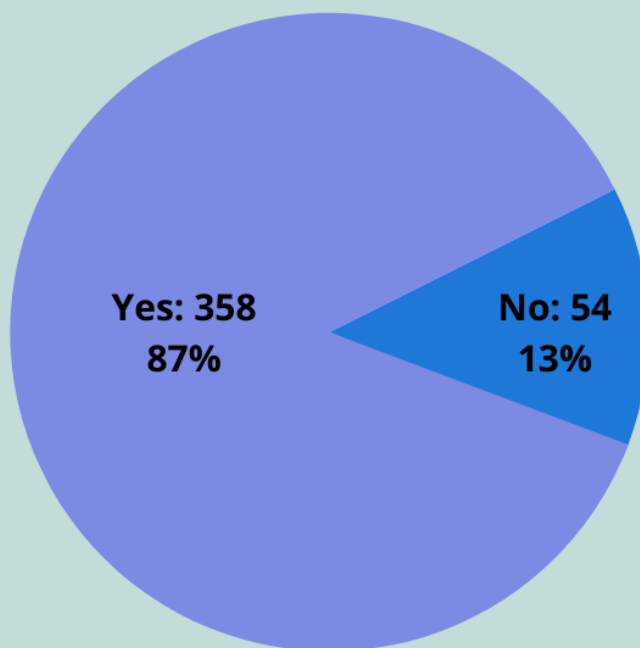
421 individuals answered this question

The bar graph above indicates:

- 281 people (67%) – Continuing current work
- 93 people (22%) – Expanding to a new interpreting specialty
- 82 people (19%) – Changing professions away from interpreting
- 77 people (18%) – Retired
- 29 people (7%) – Expanding into interpreter education
- 10 people (2%) – Decrease interpreting work drastically

13. Would you recommend interpreting (as a career) to someone?

412 individuals answered this question



13. WOULD YOU RECOMMEND INTERPRETING (AS A CAREER) TO SOMEONE?

412 individuals answered this question

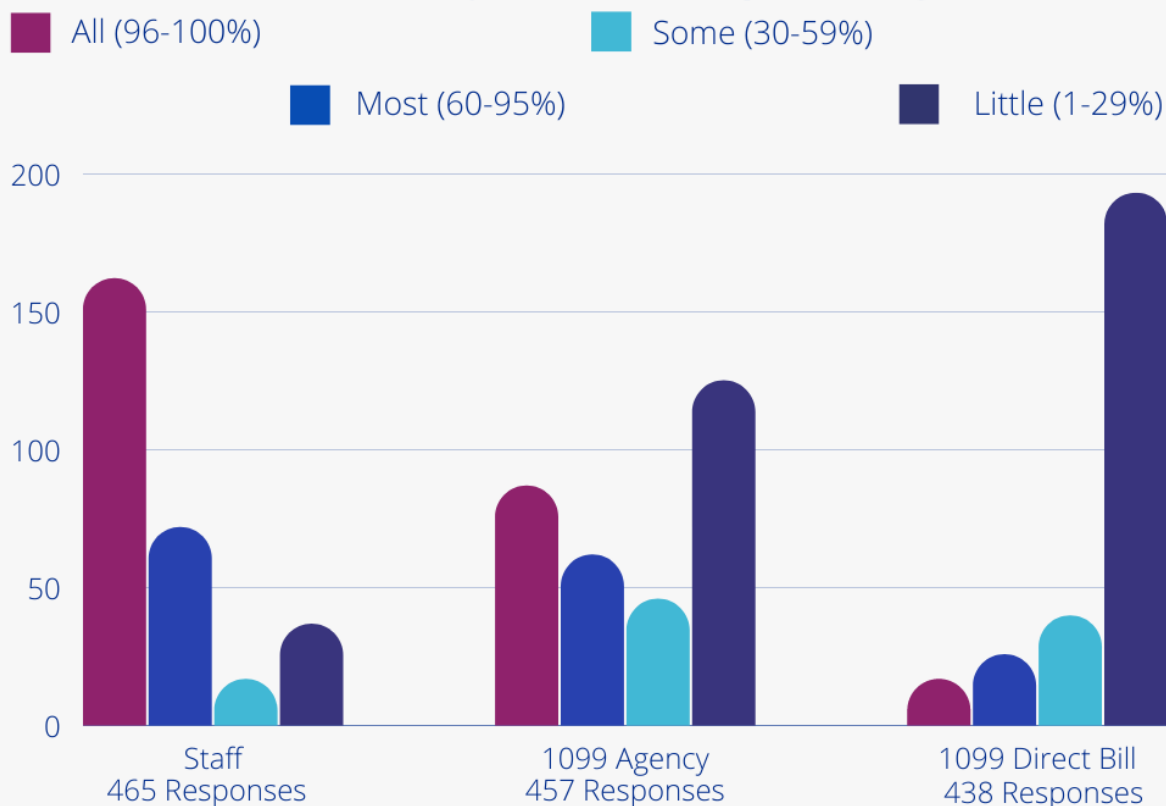
The pie chart above indicates:

- 358 people (87%) – Yes
- 54 people (13%) – No

RESULTS PART 2

14. HOW MUCH OF YOUR INTERPRETING WORK IS- STAFF POSITION, 1099 AGENCY, 1099 DIRECT BILL?	24
15. HOW MANY TOTAL BILLABLE HOURS DO YOU WORK PER WEEK AS AN INTERPRETER? (INCLUDING PAID TRAVEL, BILLABLE PREP, CANCELLATIONS, AND 2-HOUR MINIMUMS)	25
16. WHAT IS YOUR AVERAGE PAY PER HOUR*? DAYTIME	26
17. WHAT IS YOUR AVERAGE PAY PER HOUR? EVENING/WEEKENDS.....	28
18. WHAT IS YOUR AVERAGE PAY PER HOUR? SPECIALTY INTERPRETING	30
19. HOW MUCH OF YOUR INTERPRETING WORK IS... IN EACH SECTOR	32
20. WHERE ARE YOU EMPLOYED AS A STAFF INTERPRETER?.....	40
21. HOW MANY AGENCIES DO YOU CONTRACT WITH?	41
22. DATA COMPARISON BETWEEN 14 AND 21 NUMBER OF AGENCIES 1099 CONTRACTORS WORK WITH COMPARED TO HOW OFTEN THEY WORK AS 1099 WITH AGENCIES	42
23. HOW OFTEN DO YOU WORK WITH EACH AGENCY?.....	43
24. TELL US ABOUT YOUR DIRECT BILL WORK (CHECK ALL THAT APPLY).....	44

14. How much of your interpreting work is...



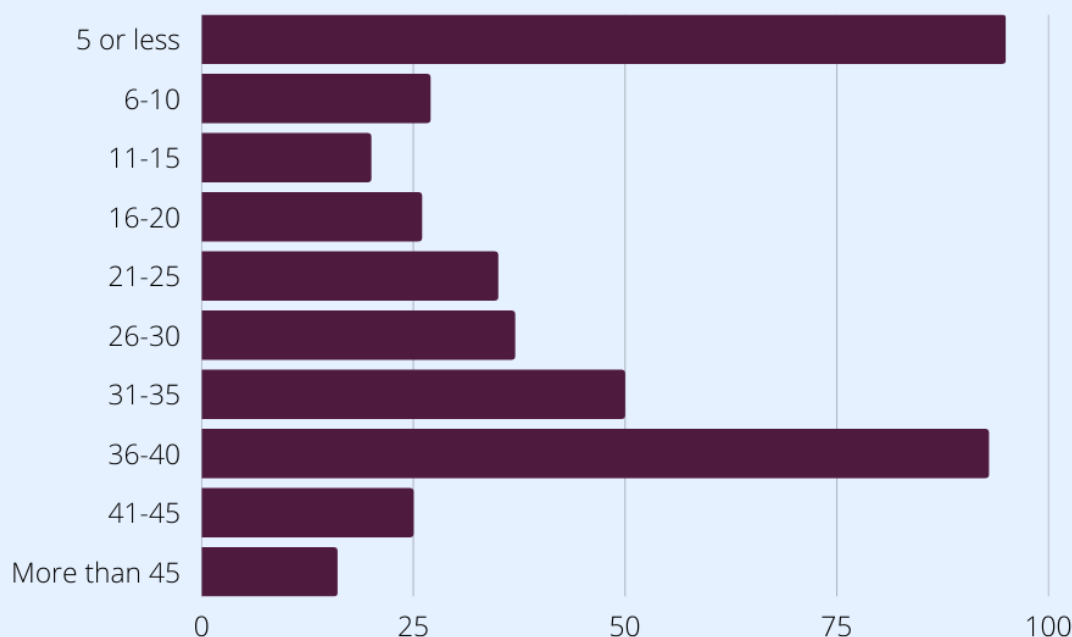
14. HOW MUCH OF YOUR INTERPRETING WORK IS-STAFF POSITION, 1099 AGENCY, 1099 DIRECT BILL?

The bar graph above indicates:

	Staff Position (465 Responses)	1099 Agency (457 Responses)	1099 Direct Bill (438 Responses)
None (0%)	177	137	132
Little (1-29%)	37	125	193
Some (30-59%)	17	46	40
Most (60-95%)	72	62	26
All (96-100%)	162	87	17

15. How many total billable hours do you work per week as an interpreter?

424 individuals answered this question

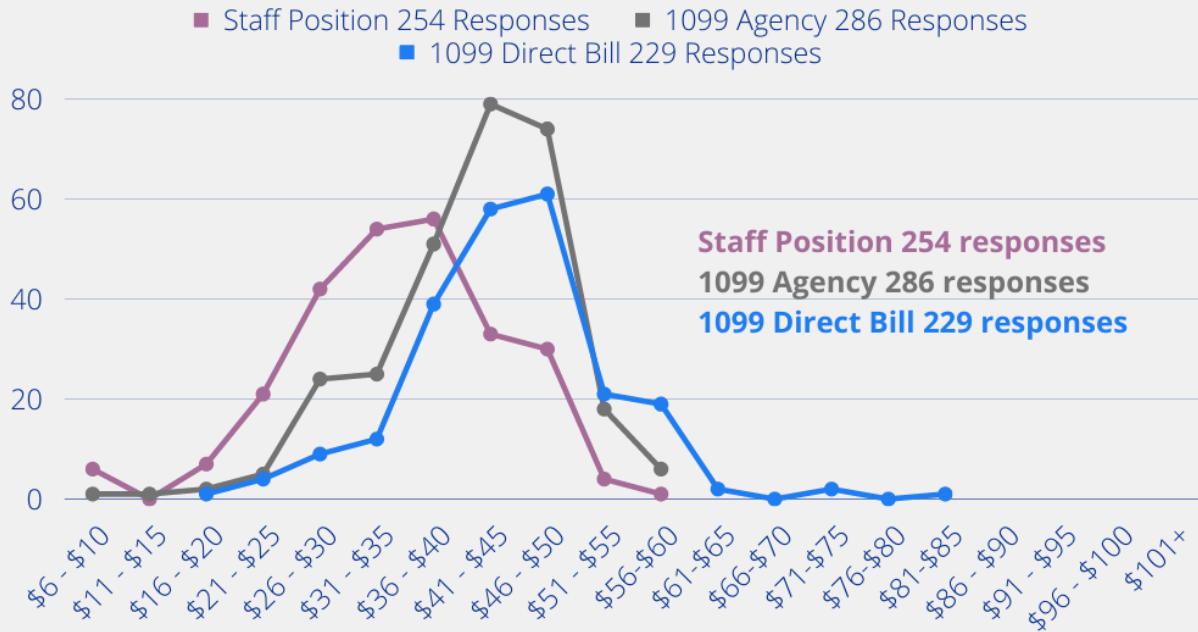


15. HOW MANY TOTAL BILLABLE HOURS DO YOU WORK PER WEEK AS AN INTERPRETER? (Including paid travel, billable prep, cancellations, and 2-hour minimums)

424 individuals answered this question. The bar graph above indicates:

- 95 people (22.4%) – 5 or less billable hours per week
- 27 people (6.4%) – 6 to 10 billable hours per week
- 20 people (4.7%) – 11 to 15 billable hours per week
- 26 people (6.1%) – 16 to 20 billable hours per week
- 35 people (8.3%) – 21 to 25 billable hours per week
- 37 people (8.7%) – 26 to 30 billable hours per week
- 50 people (11.8%) – 31 to 35 billable hours per week
- 93 people (21.9%) – 36 to 40 billable hours per week
- 25 people (5.9%) – 41 to 45 billable hours per week
- 16 people (3.8%) – more than 45 billable hours per week

16. What is your average pay per hour? Daytime



16. WHAT IS YOUR AVERAGE PAY PER HOUR*? DAYTIME

The line chart above and the bar graphs on the next page indicate:

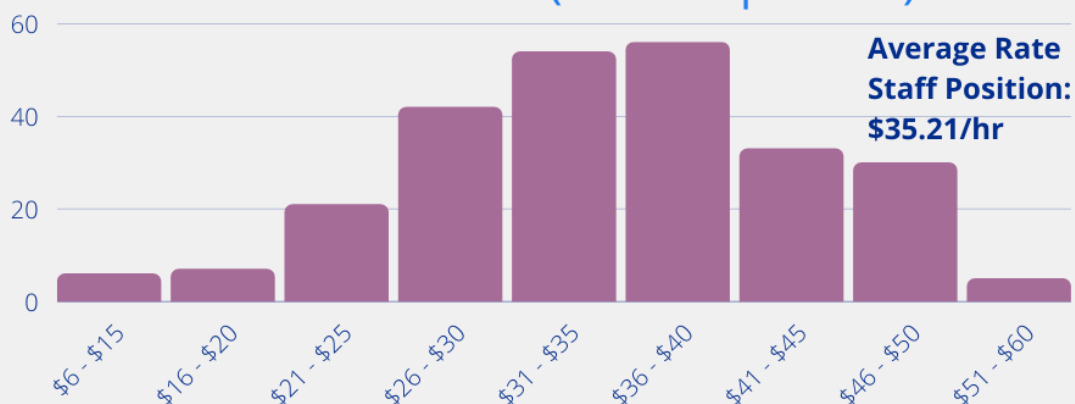
	Staff Position (254 Responses)	1099 Agency (286 Responses)	1099 Direct Bill (229 Responses)
\$6 - \$10	6	1	0
\$11 - \$15	0	1	0
\$16 - \$20	7	2	1
\$21 - \$25	21	5	4
\$26 - \$30	42	24	9
\$31 - \$35	54	25	12
\$36 - \$40	56	51	39
\$41 - \$45	33	79	58
\$46 - \$50	30	74	61
\$51 - \$55	4	18	21
\$56 - \$60	1	6	19

	Staff Position (254 Responses)	1099 Agency (286 Responses)	1099 Direct Bill (229 Responses)
\$61 - \$65			2
\$66 - \$70			0
\$71 - \$75			2
\$76 - \$80			0
\$81 - \$85			1
\$86 - \$90			
\$91 - \$95			
\$96 - 100			
\$101+			
Average Rate/Hour	\$35.21	\$42.44	\$46.08

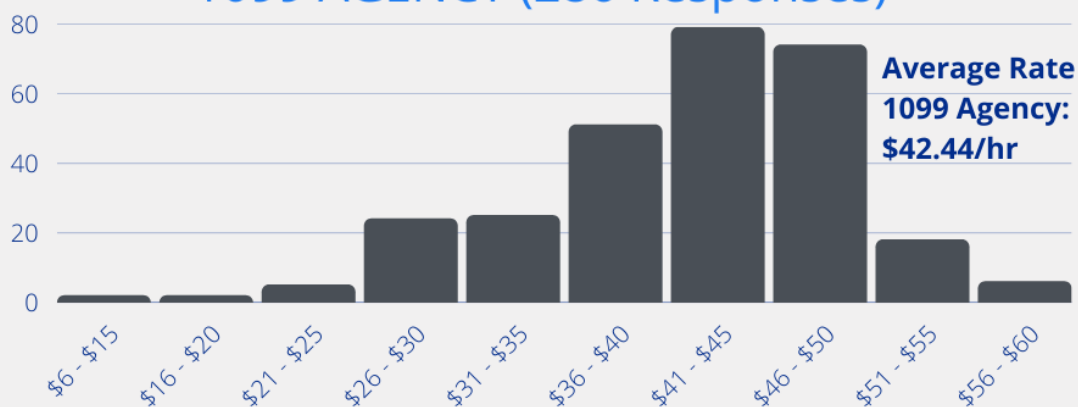
*Note, rates provided at \$5 and under were eliminated from the data as anomalies so as not to skew averages and perceptions.

16. What is your average pay per hour? Daytime

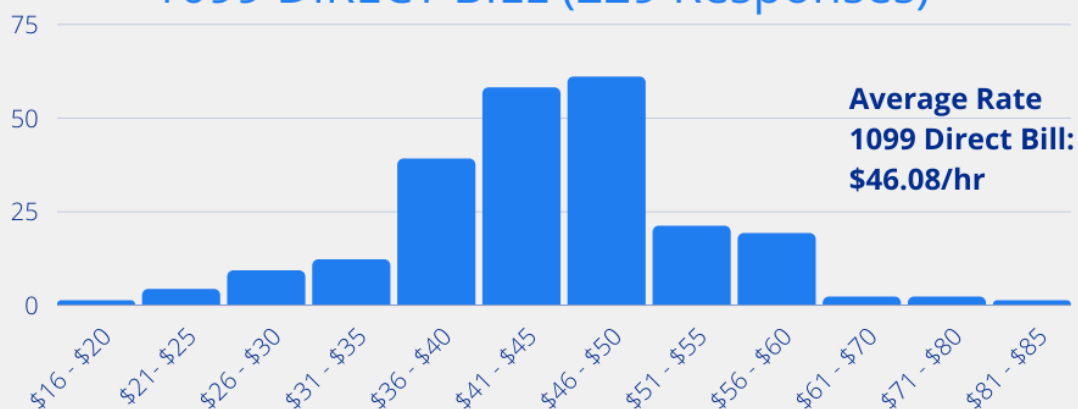
STAFF POSITION (254 Responses)



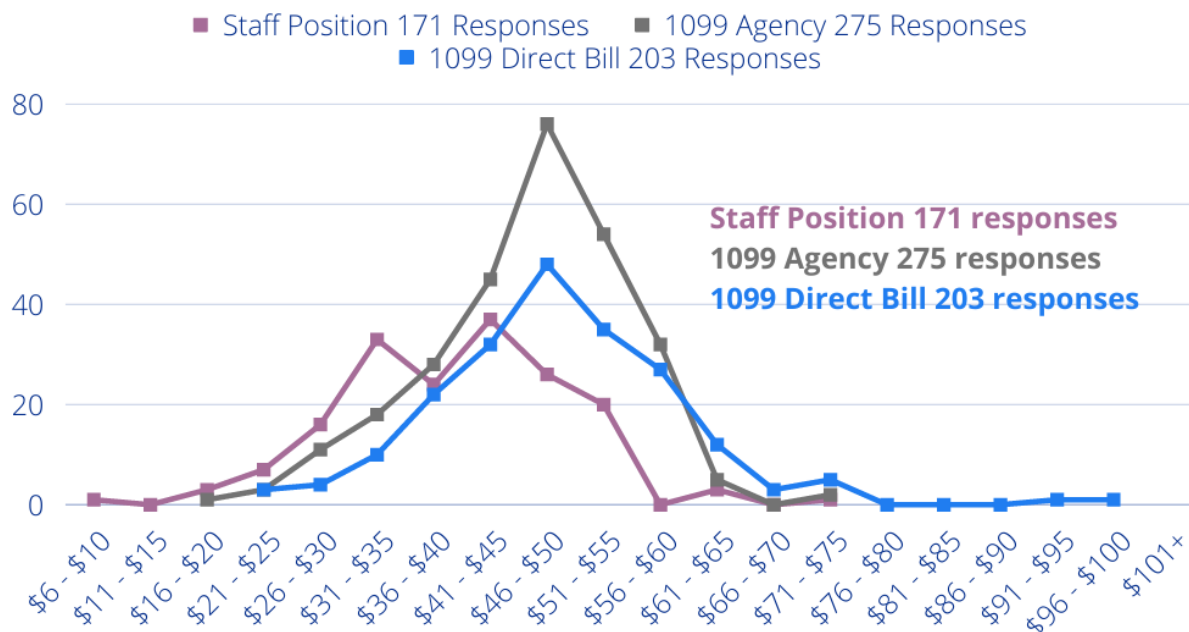
1099 AGENCY (286 Responses)



1099 DIRECT BILL (229 Responses)



17. What is your average pay per hour? Evening/Weekends



17. WHAT IS YOUR AVERAGE PAY PER HOUR? EVENING/WEEKENDS

The line chart above and the bar graphs on the next page indicate:

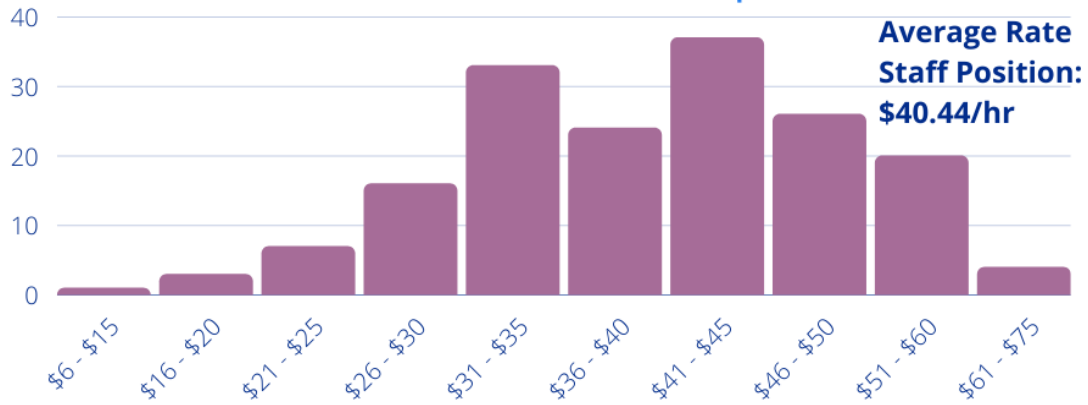
	Staff Position (171 Responses)	1099 Agency (275 Responses)	1099 Direct Bill (203 Responses)
\$6 - \$10	1	0	0
\$11 - \$15	0	0	0
\$16 - \$20	3	1	0
\$21 - \$25	7	3	3
\$26 - \$30	16	11	4
\$31 - \$35	33	18	10
\$36 - \$40	24	28	22
\$41 - \$45	37	45	32
\$46 - \$50	26	76	48
\$51 - \$55	20	54	35
\$56 - \$60	0	32	27

	Staff Position (171 Responses)	1099 Agency (275 Responses)	1099 Direct Bill (203 Responses)
\$61 - \$65	3	5	12
\$66 - \$70	0	0	3
\$71 - \$75	1	2	5
\$76 - \$80			0
\$81 - \$85			0
\$86 - \$90			0
\$91 - \$95			1
\$96 - 100			1
\$101+			
Average Rate/Hour	\$40.44	\$47.18	\$52.89

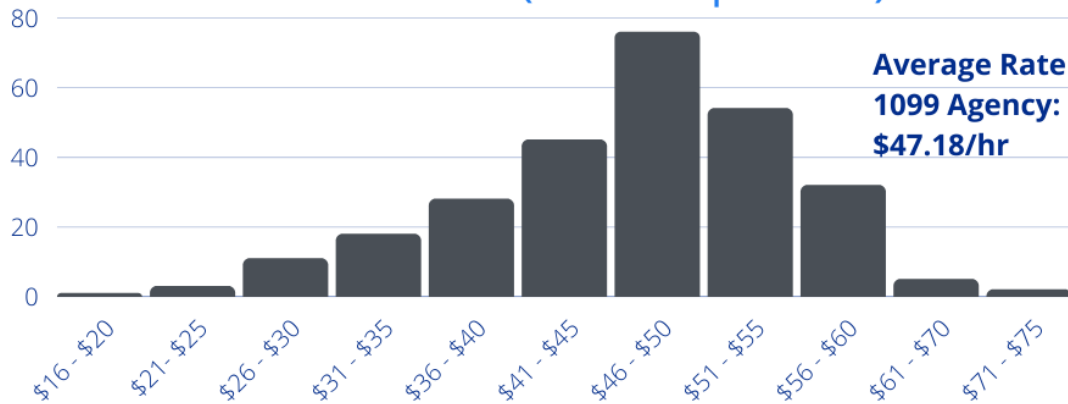
*Note, rates provided at \$5 and under were eliminated from the data as anomalies so as not to skew averages and perceptions.

17. What is your average pay per hour? Evening/Weekends

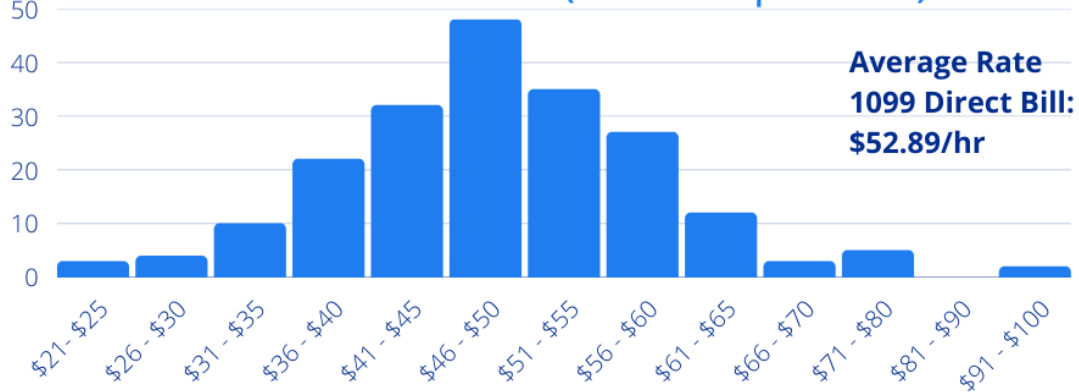
STAFF POSITION (171 Responses)



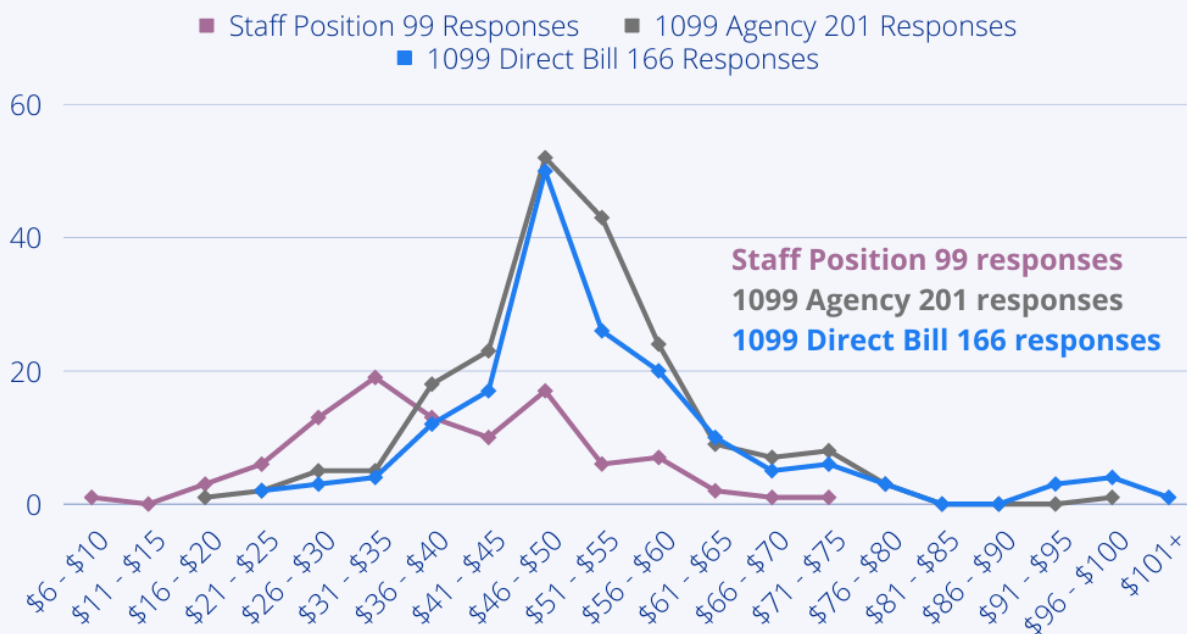
1099 AGENCY (275 Responses)



1099 DIRECT BILL (203 Responses)



18. What is your average pay per hour? Specialty Interpreting



18. WHAT IS YOUR AVERAGE PAY PER HOUR? SPECIALTY INTERPRETING

The line chart above and the bar graphs on the next page indicate:

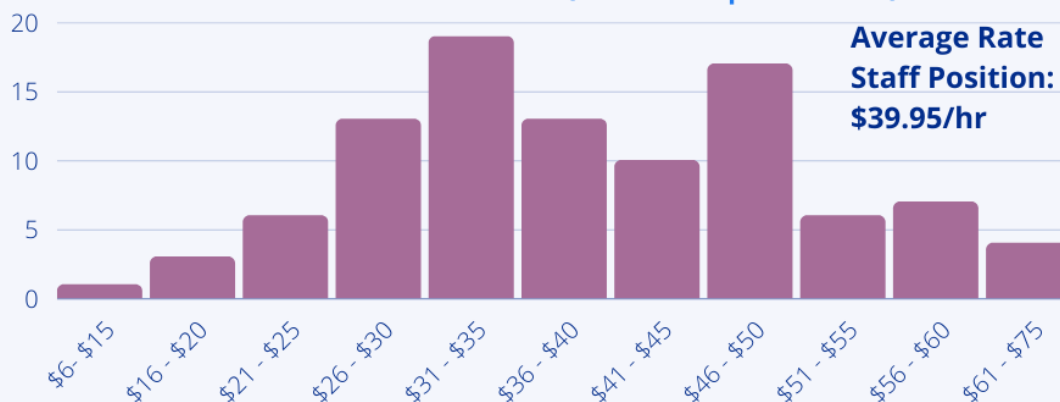
	Staff Position (99 Responses)	1099 Agency (201 Responses)	1099 Direct Bill (166 Responses)
\$6 - \$10	1	0	0
\$11 - \$15	0	0	0
\$16 - \$20	3	1	0
\$21 - \$25	6	2	2
\$26 - \$30	13	5	3
\$31 - \$35	19	5	4
\$36 - \$40	13	18	12
\$41 - \$45	10	23	17
\$46 - \$50	17	52	50
\$51 - \$55	6	43	26
\$56 - \$60	7	24	20

	Staff Position (99 Responses)	1099 Agency (201 Responses)	1099 Direct Bill (166 Responses)
\$61 - \$65	2	9	10
\$66 - \$70	1	7	5
\$71 - \$75	1	8	6
\$76 - \$80		3	3
\$81 - \$85		0	0
\$86 - \$90		0	0
\$91 - \$95		0	3
\$96 - 100		1	4
\$101+			1
Average Rate/Hour	\$39.95	\$51.68	\$54.63

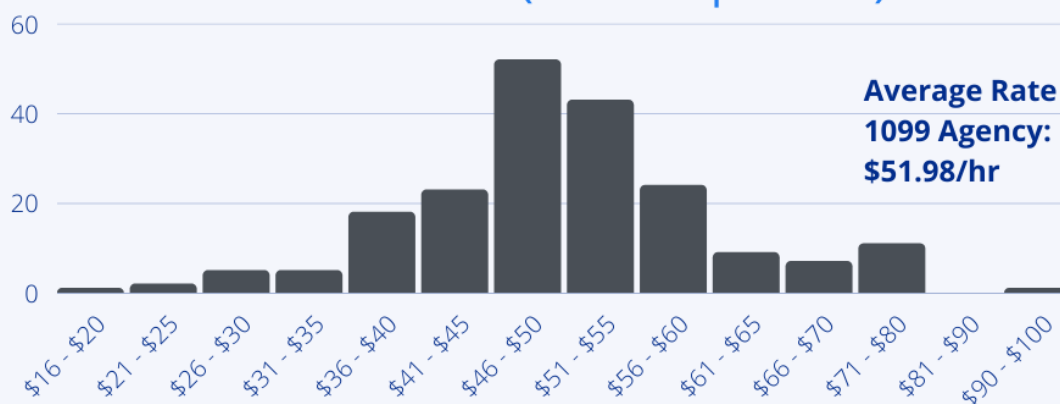
*Note, rates provided at \$5 and under were eliminated from the data as anomalies so as not to skew averages and perceptions.

18. What is your average pay per hour ? Specialty Interpreting

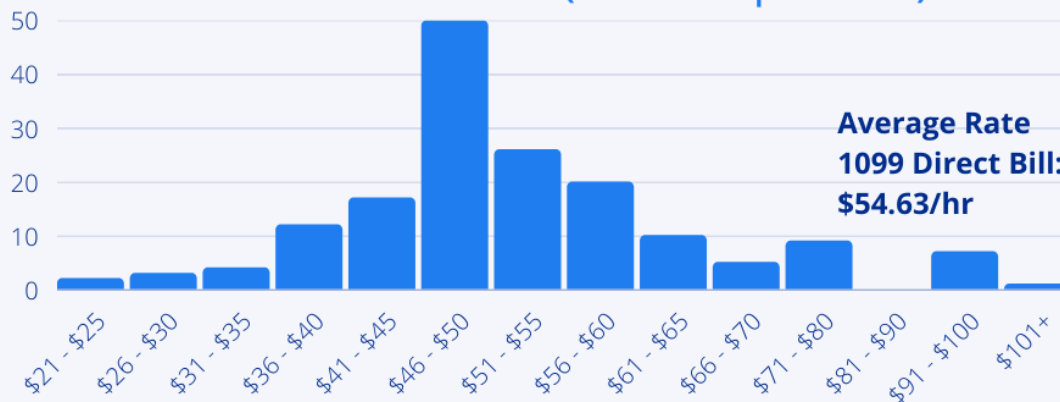
STAFF POSITION (99 Responses)



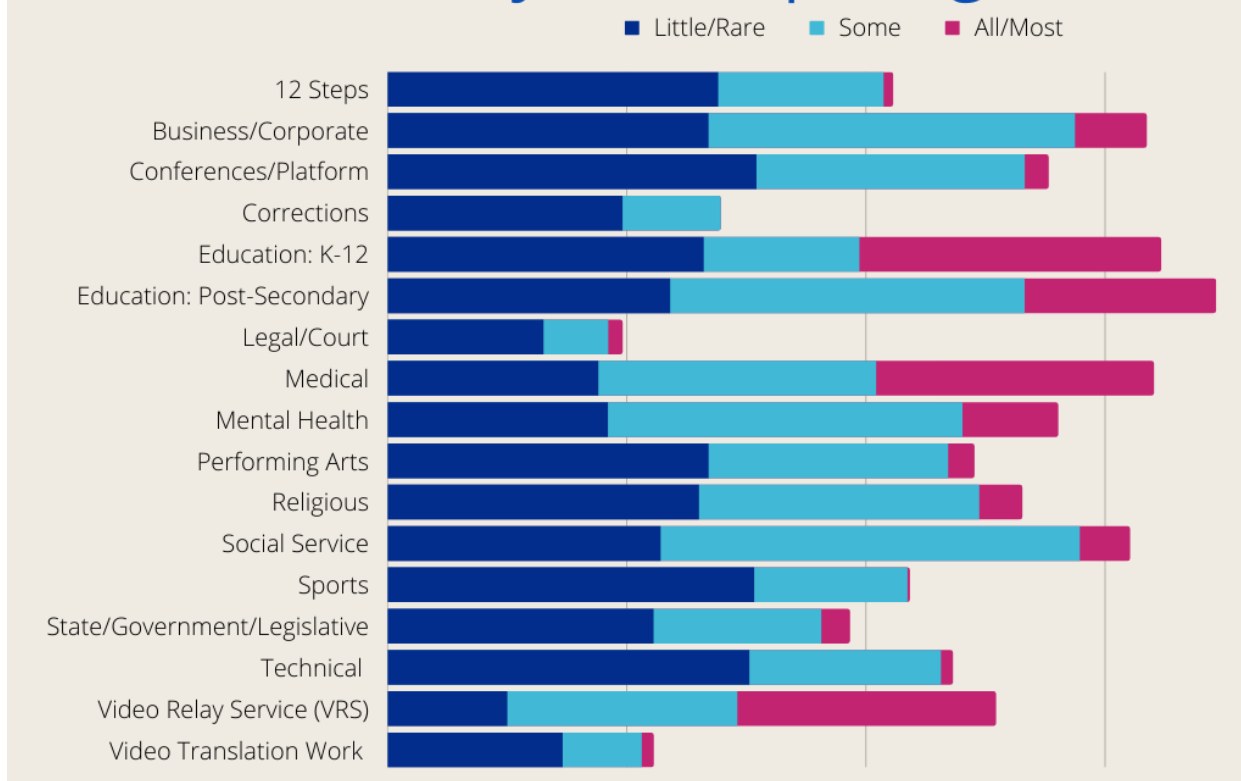
1099 AGENCY (200 Responses)



1099 DIRECT BILL (166 Responses)



19. How much of your interpreting work is...



19. HOW MUCH OF YOUR INTERPRETING WORK IS... IN EACH SECTOR

The bar graph above and subsequent bar graphs indicate:

12 Steps (AA, NA, OA, SA, etc.)

4 people (0.9%) – All/Most

69 people (15.2%) – Some

138 people (30.4%) – Little/Rare

211 people (46.5%) indicated they work in this area

454 individuals responded

243 people (53.5%) – None/Never

Business/Corporate

30 people (6.6%) – All/Most

153 people (33.7%) – Some

134 people (29.5%) – Little/Rare

317 people (69.8%) indicated they work in this area

454 individuals responded

137 people (30.2%) – None/Never

Conferences/Platform

10 people (2.2%) – All/Most

112 people (24.7%) – Some

154 people (34.0%) – Little/Rare

276 people (60.9%) indicated they work in this area

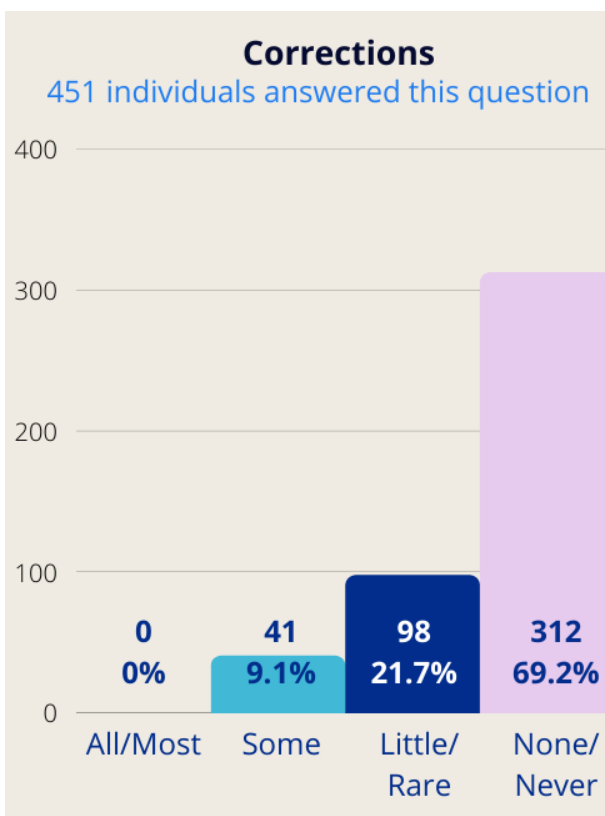
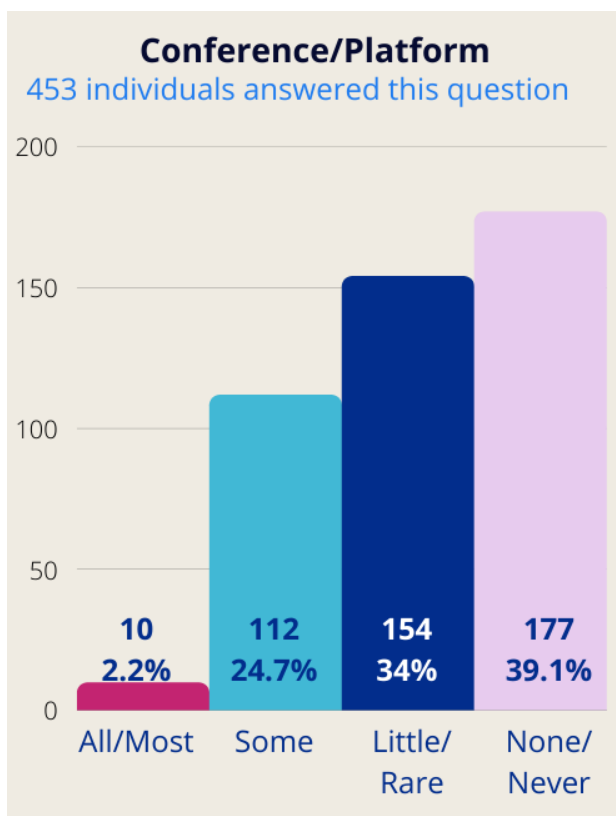
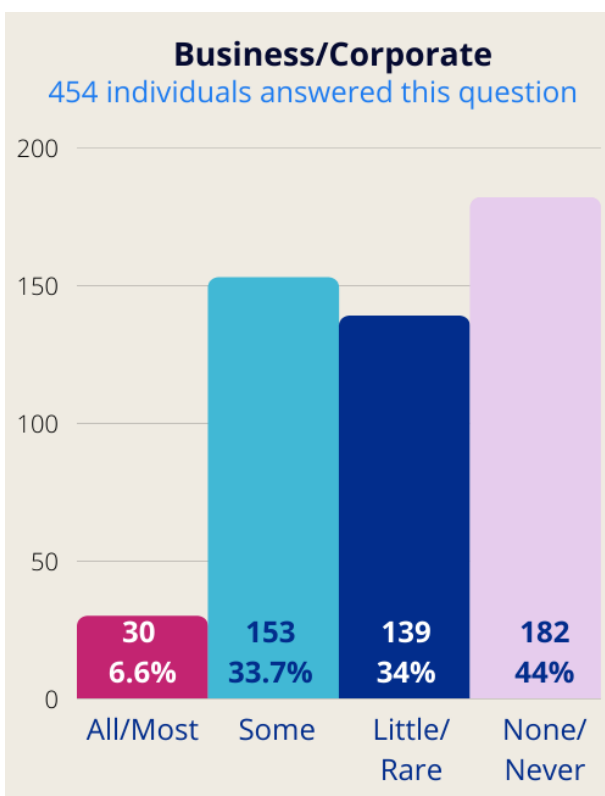
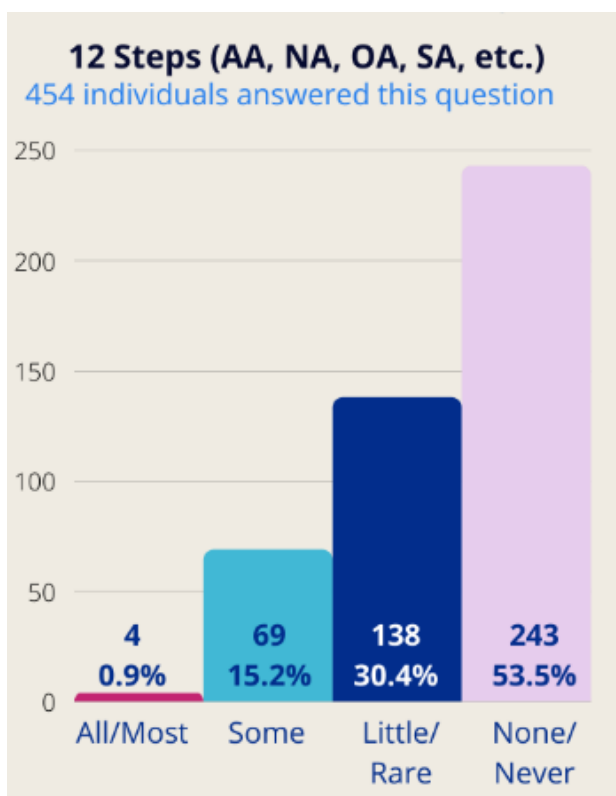
453 individuals responded

177 people (39.1%) – None/Never

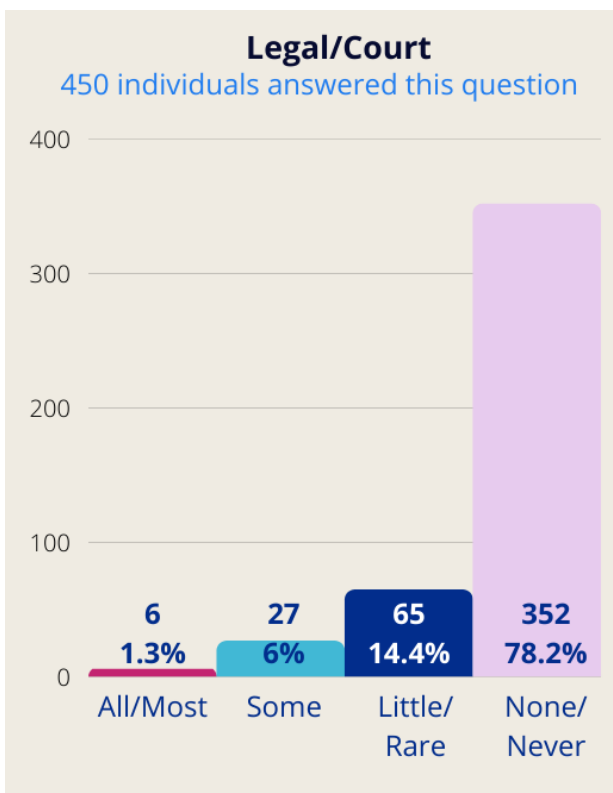
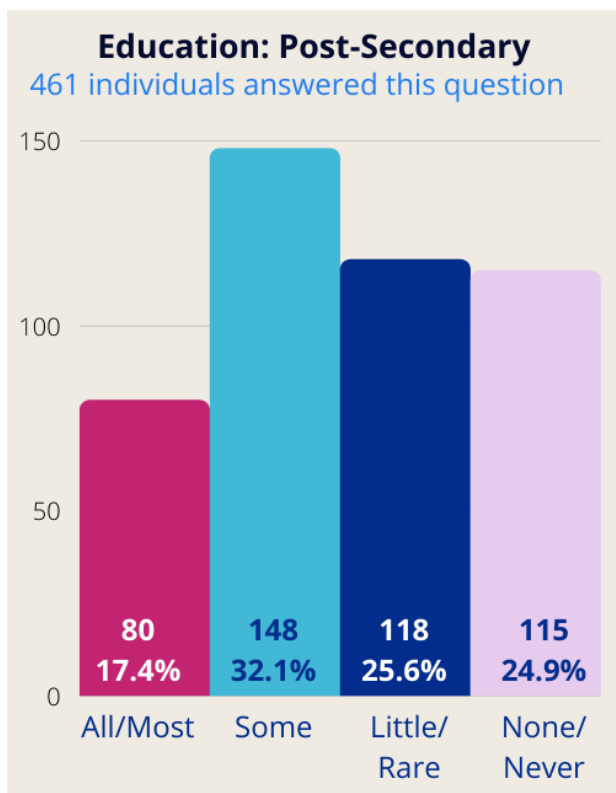
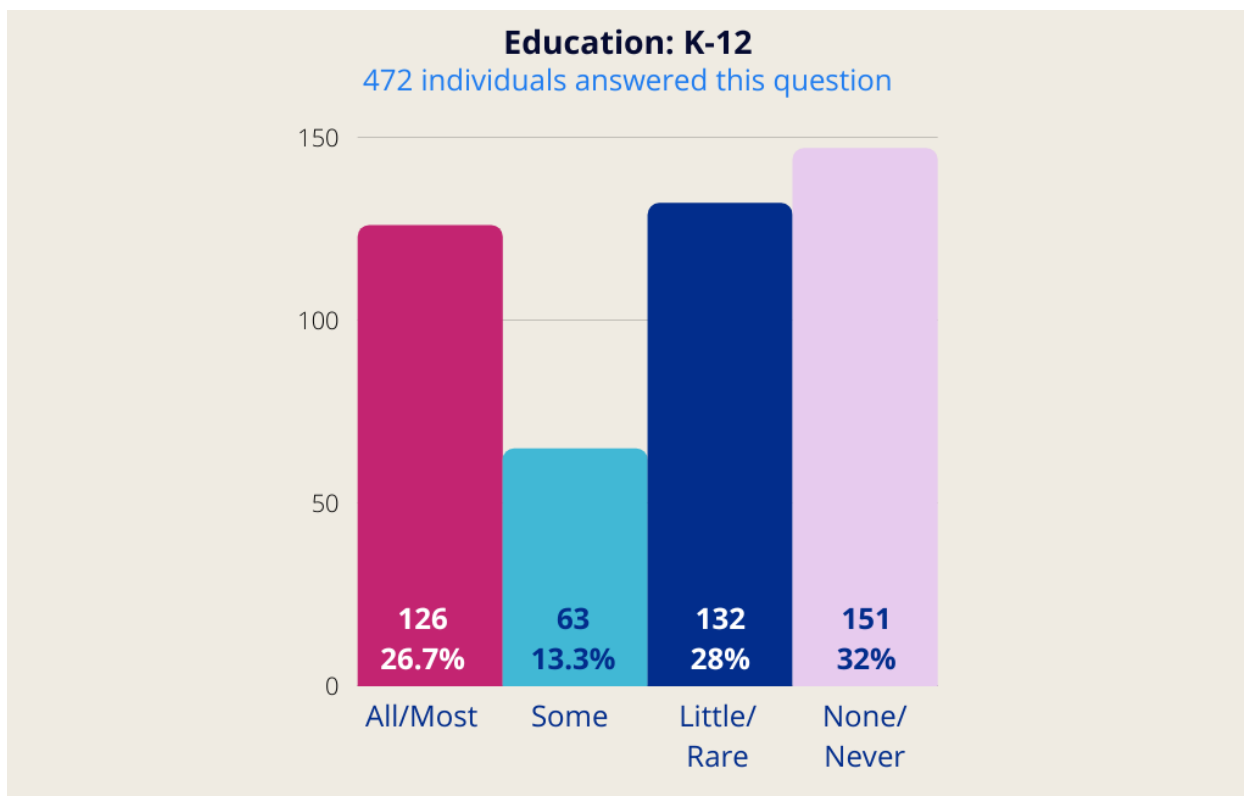
Corrections	451 individuals responded
0 people (0%) – All/Most	312 people (69.2%) – None/Never
41 people (9.1%) – Some	
<u>98 people (21.7%) – Little/Rare</u>	
139 people (30.8%) indicated they work in this area	
Education: K-12	472 individuals responded
126 people (26.7%) – All/Most	151 people (32%) – None/Never
63 people (13.3%) – Some	
<u>132 people (28%) – Little/Rare</u>	
321 people (68%) indicated they work in this area	
Education: Post-Secondary	461 individuals responded
80 people (17.4%) – All/Most	115 people (24.9%) – None/Never
148 people (32.1%) – Some	
<u>118 people (25.6%) – Little/Rare</u>	
346 people (75.1%) indicated they work in this area	
Legal/Court	450 individuals responded
6 people (1.3%) – All/Most	352 people (78.2%) – None/Never
27 people (6.0%) – Some	
<u>65 people (14.4%) – Little/Rare</u>	
98 people (21.8%) indicated they work in this area	
Medical	459 individuals responded
116 people (25.3%) – All/Most	139 people (30.3%) – None/Never
116 people (25.3%) – Some	
<u>88 people (19.2%) – Little/Rare</u>	
320 people (69.7%) indicated they work in this area	
Mental Health	452 individuals responded
40 people (8.8%) – All/Most	172 people (38.1%) – None/Never
148 people (32.7%) – Some	
<u>92 people (20.4%) – Little/Rare</u>	
280 people (61.9%) indicated they work in this area	
Performing Arts	450 individuals responded
11 people (2.4%) – All/Most	205 people (45.6%) – None/Never
100 people (22.2%) – Some	
<u>134 people (29.8%) – Little/Rare</u>	
245 people (54.4%) indicated they work in this area	
Religious	452 individuals responded
18 people (4%) – All/Most	187 people (41.1%) – None/Never
117 people (25.9%) – Some	
<u>130 people (28.8%) – Little/Rare</u>	
265 people (58.8%) indicated they work in this area	

Social Services (Voc. Rehab, Social Work, WIC appts, etc.)	454 individuals responded
21 people (4.6%) – All/Most	144 people (31.7%) – None/Never
175 people (38.5%) – Some	
<u>114 people (25.1%) – Little/Rare</u>	
310 people (68.3%) indicated they work in this area	
Sports	455 individuals responded
1 person (0.2%) – All/Most	237 people (52.1%) – None/Never
64 people (14.1%) – Some	
<u>153 people (33.6%) – Little/Rare</u>	
218 people (47.9%) indicated they work in this area	
State/Government/Legislative	448 individuals responded
12 people (2.7%) – All/Most	255 people (56.9%) – None/Never
70 people (15.6%) – Some	
<u>111 people (24.8%) – Little/Rare</u>	
245 people (54.4%) indicated they work in this area	
Technical (Car mechanics, engineering, computers, etc.)	452 individuals responded
5 people (1.1%) – All/Most	216 people (47.8%) – None/Never
80 people (17.7%) – Some	
<u>151 people (33.4%) – Little/Rare</u>	
265 people (58.8%) indicated they work in this area	
Video Relay Service	464 individuals responded
108 people (23.3%) – All/Most	210 people (45.3%) – None/Never
96 people (20.7%) – Some	
<u>50 people (10.8%) – Little/Rare</u>	
310 people (68.3%) indicated they work in this area	
Video Translation Work (pre-recorded, scripted, etc.)	445 individuals responded
5 people (1.1%) – All/Most	334 people (75.1%) – None/Never
33 people (7.4%) – Some	
<u>73 people (16.4%) – Little/Rare</u>	
111 people (24.9%) indicated they work in this area	

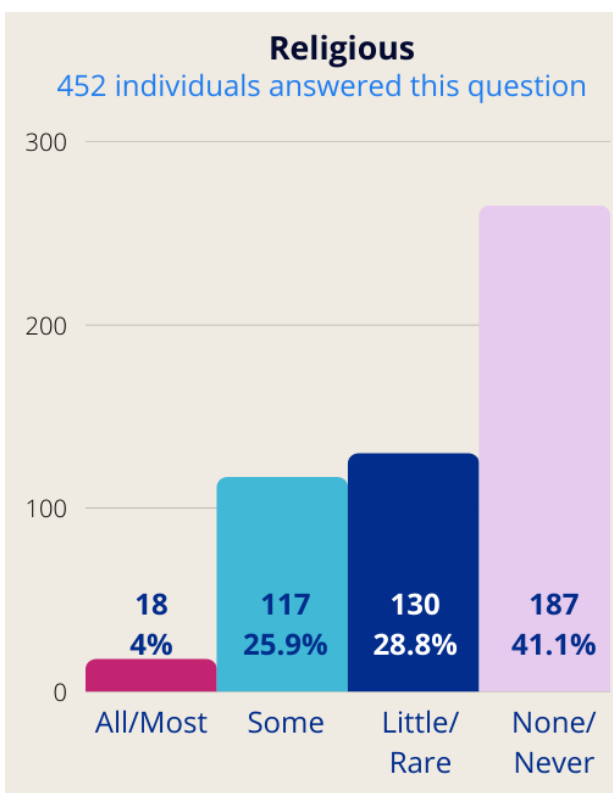
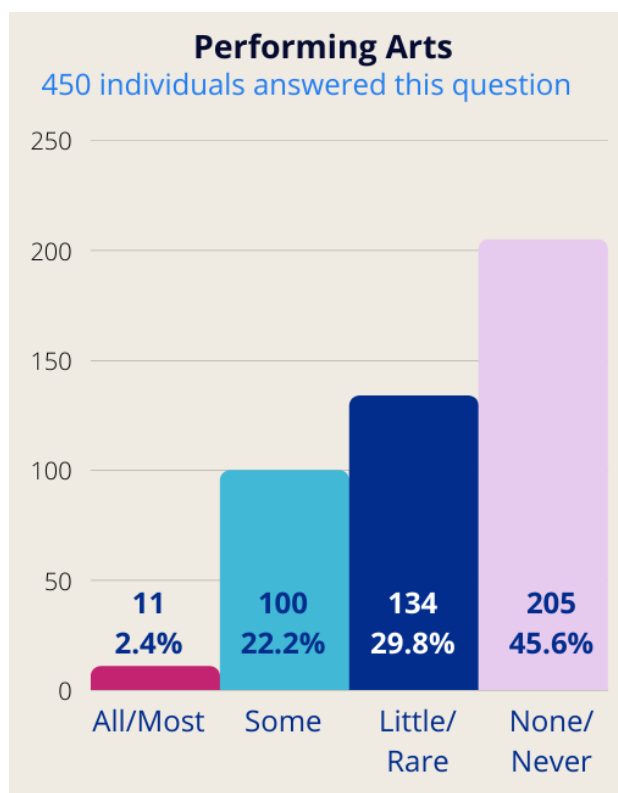
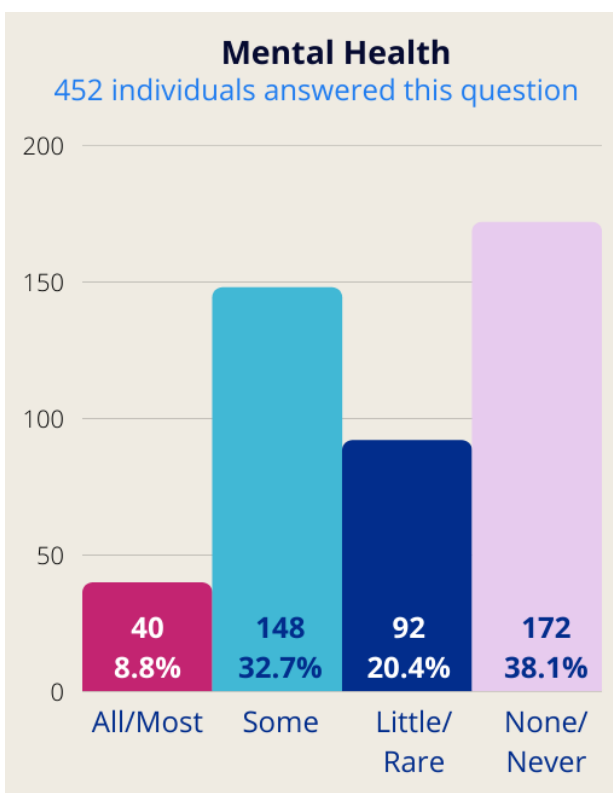
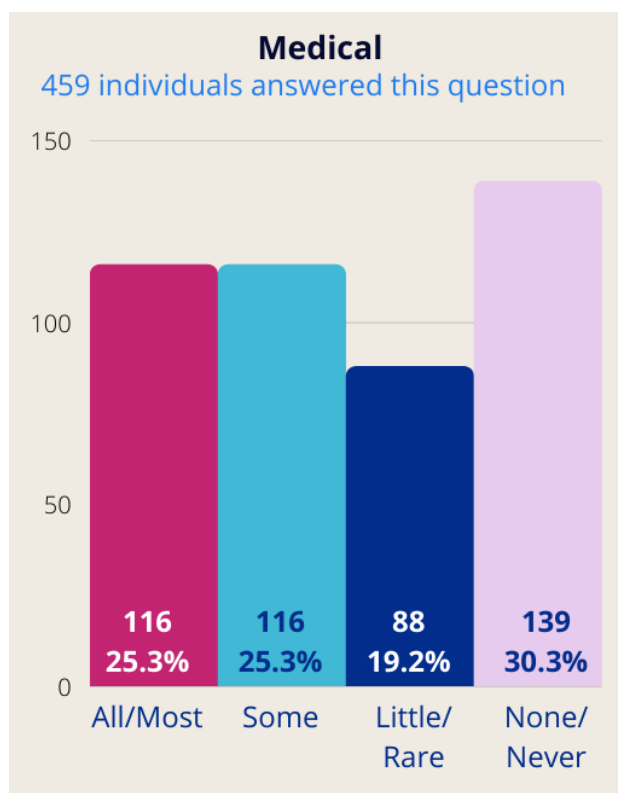
19. How much of your interpreting work is...



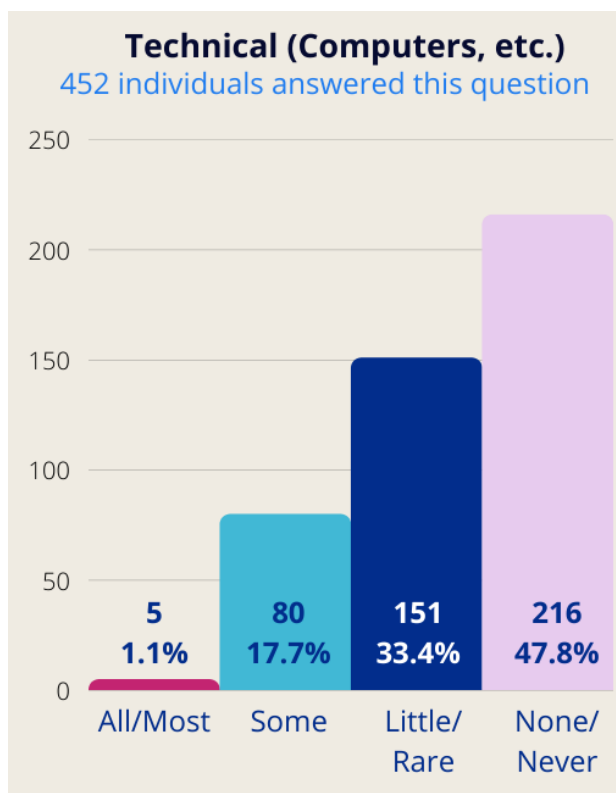
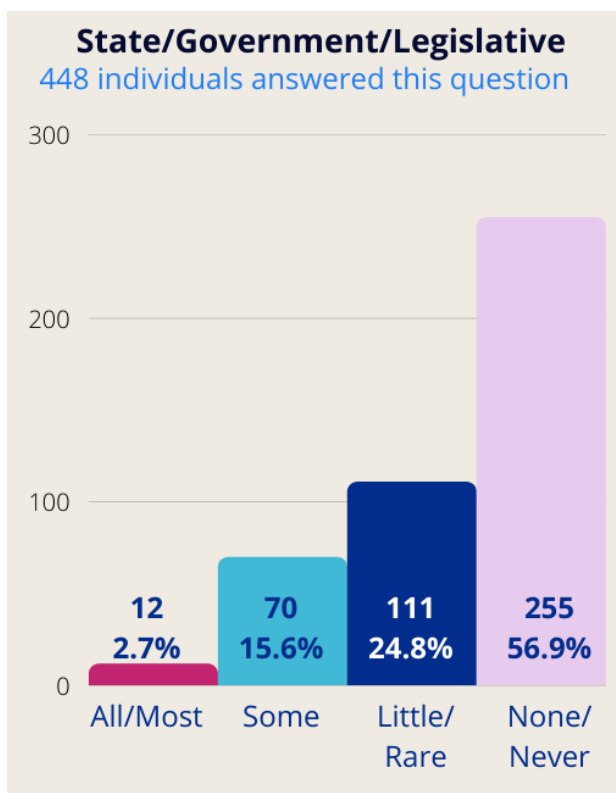
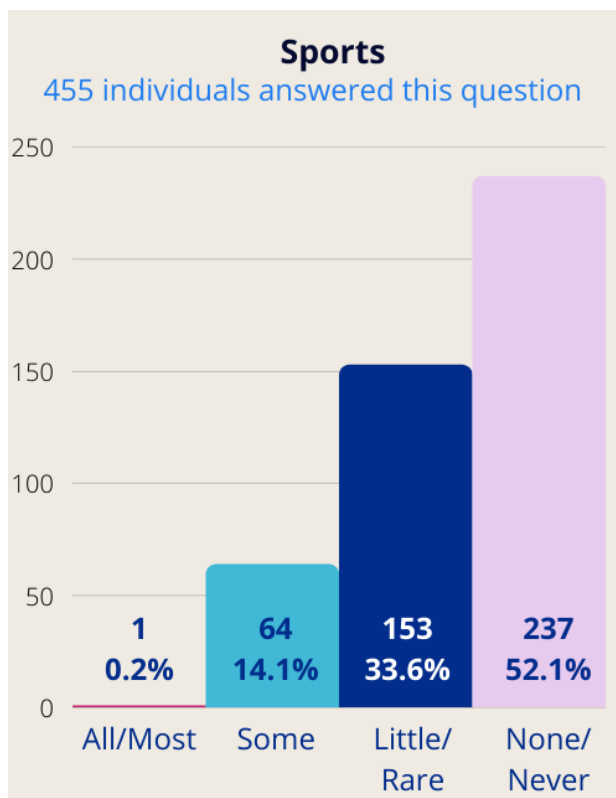
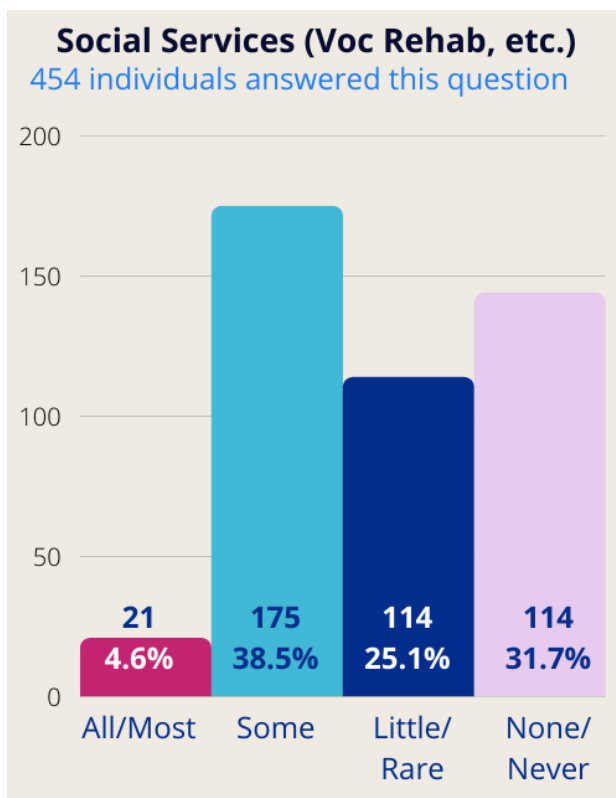
19. How much of your interpreting work is...



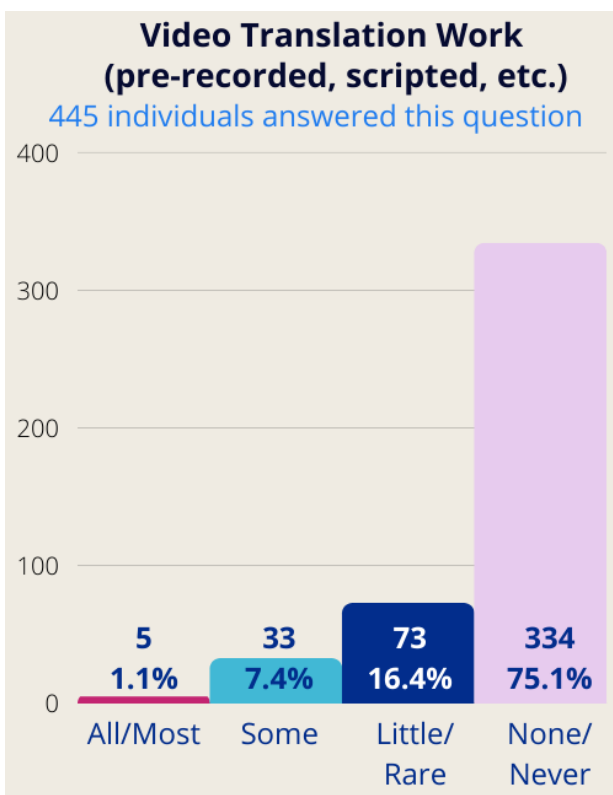
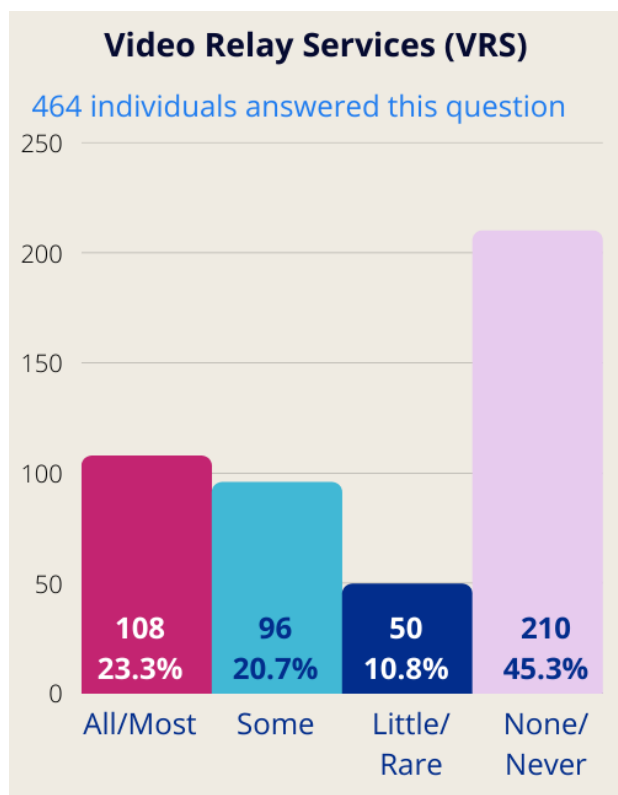
19. How much of your interpreting work is...



19. How much of your interpreting work is...

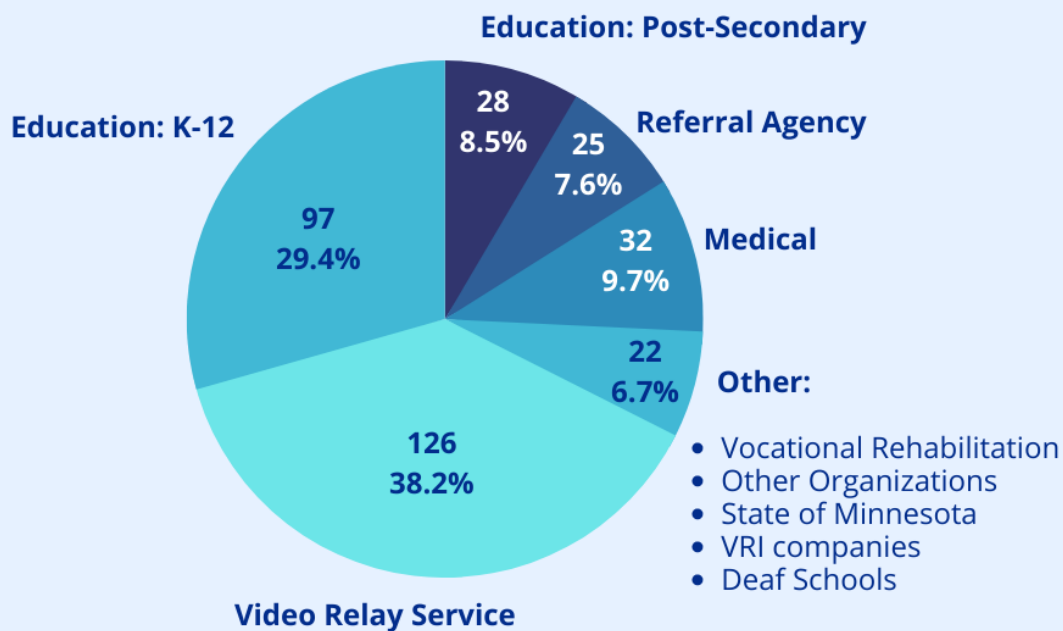


19. How much of your interpreting work is...



20. Where are you employed as a staff interpreter?

330 individuals answered this question



20. WHERE ARE YOU EMPLOYED AS A STAFF INTERPRETER?

330 individuals answered this question

The pie graph above indicates:

- 126 people (38.2%) – Video Relay Service
- 97 people (29.4%) – Education K-12
- 28 people (8.5%) – Education Post-Secondary
- 25 people (7.6%) – Referral Agency
- 32 people (9.7%) – Medical
- 22 people (6.7%) – Other
 - Vocational Rehabilitation
 - Other Organizations
 - State of Minnesota
 - VRI Companies
 - Deaf Schools

21. How many agencies do you contract with?

314 individuals answered this question

1 Agency
103 = 32.8%



2 Agencies
95 = 30.3%



3 Agencies
56 = 17.8%



4+ Agencies
60 = 19.1%



21. HOW MANY AGENCIES DO YOU CONTRACT WITH?

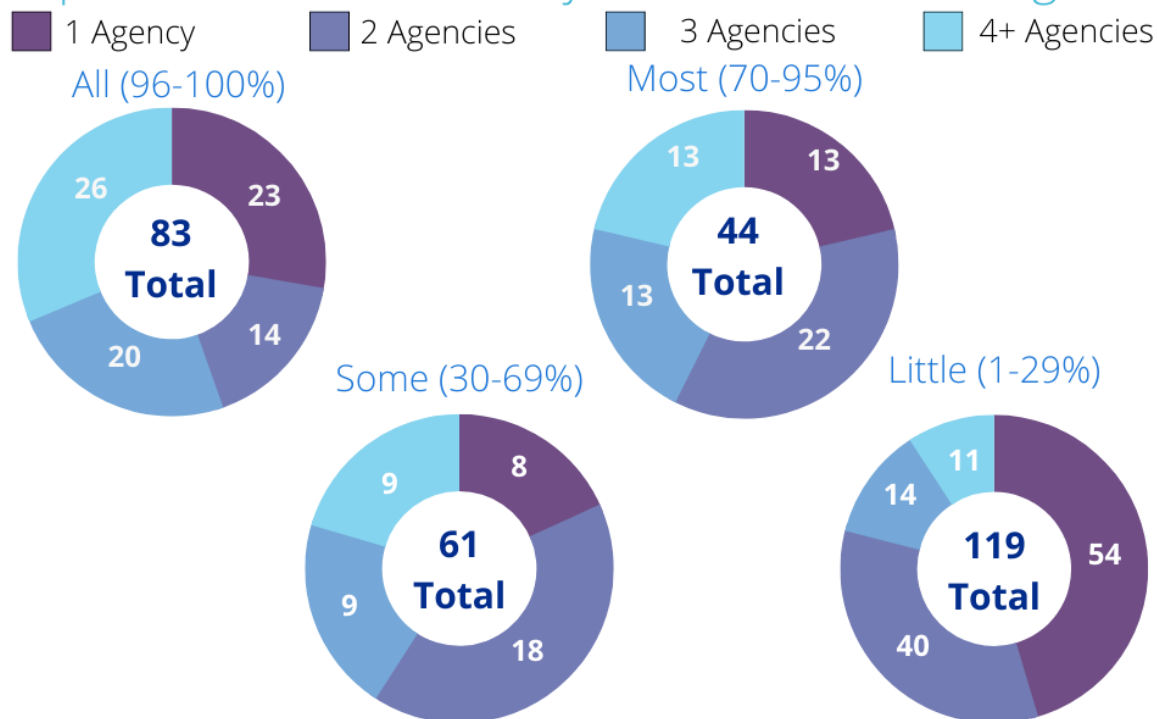
314 individuals answered this question

The bar graph above indicates:

- 103 people (32.8%) – 1 Agency
- 95 people (30.3%) – 2 Agencies
- 56 people (17.8%) – 3 Agencies
- 60 people (19.1%) – 4 or more Agencies

22. Data comparison between 14 and 21

Number of agencies 1099 contractors work with compared to how often they work as 1099 with agencies



22. DATA COMPARISON BETWEEN 14 AND 21

Number of agencies 1099 contractors work with compared to how often they work as 1099 with agencies

307 data points for this comparison, the donut charts above indicate:

83 people answered all (96-100%) of their work was 1099 through agencies, of that:

- 23 people – work with 1 agency
- 14 people – work with 2 agencies
- 20 people – work with 3 agencies
- 26 people – work with 4+ agencies

44 people answered most (70-95%) of their work was 1099 through agencies, of that:

- 13 people – work with 1 agency
- 22 people – work with 2 agencies
- 13 people – work with 3 agencies
- 13 people – work with 4+ agencies

61 people answered all (30-69%) of their work was 1099 through agencies, of that:

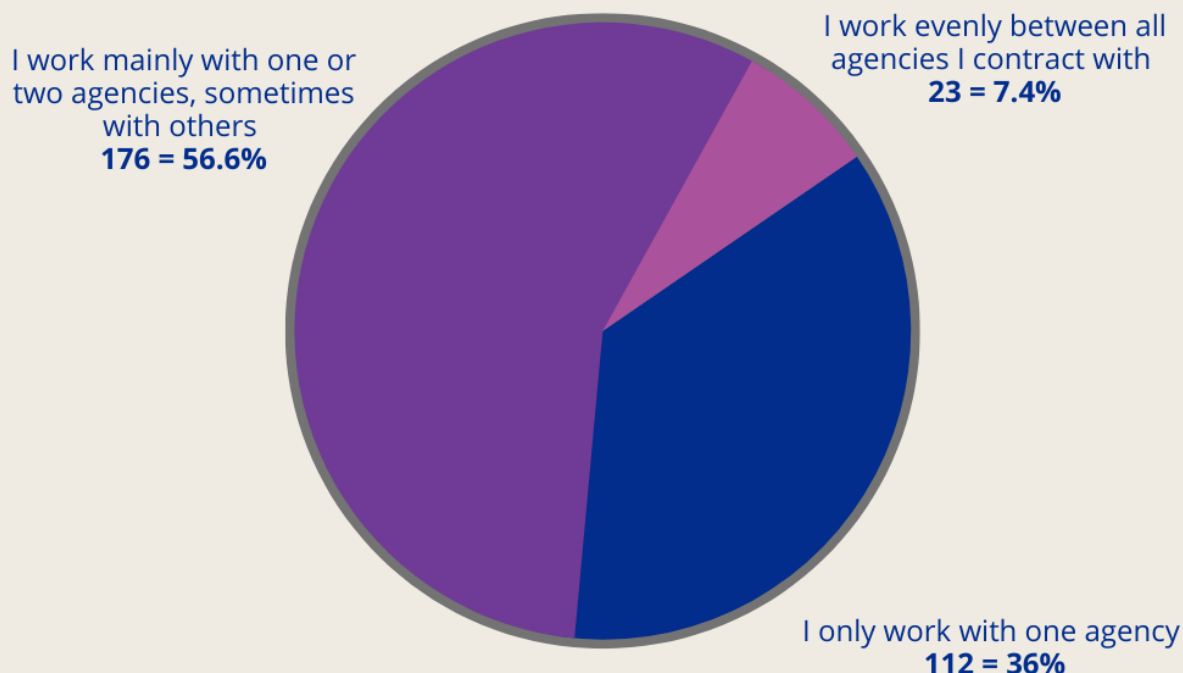
- 8 people – work with 1 agency
- 18 people – work with 2 agencies
- 9 people – work with 3 agencies
- 9 people – work with 4+ agencies

119 people answered all (1-29%) of their work was 1099 through agencies, of that:

- 54 people – work with 1 agency
- 40 people – work with 2 agencies
- 14 people – work with 3 agencies
- 11 people – work with 4+ agencies

23. How often do you work with each agency?

311 individuals answered this question



23. HOW OFTEN DO YOU WORK WITH EACH AGENCY?

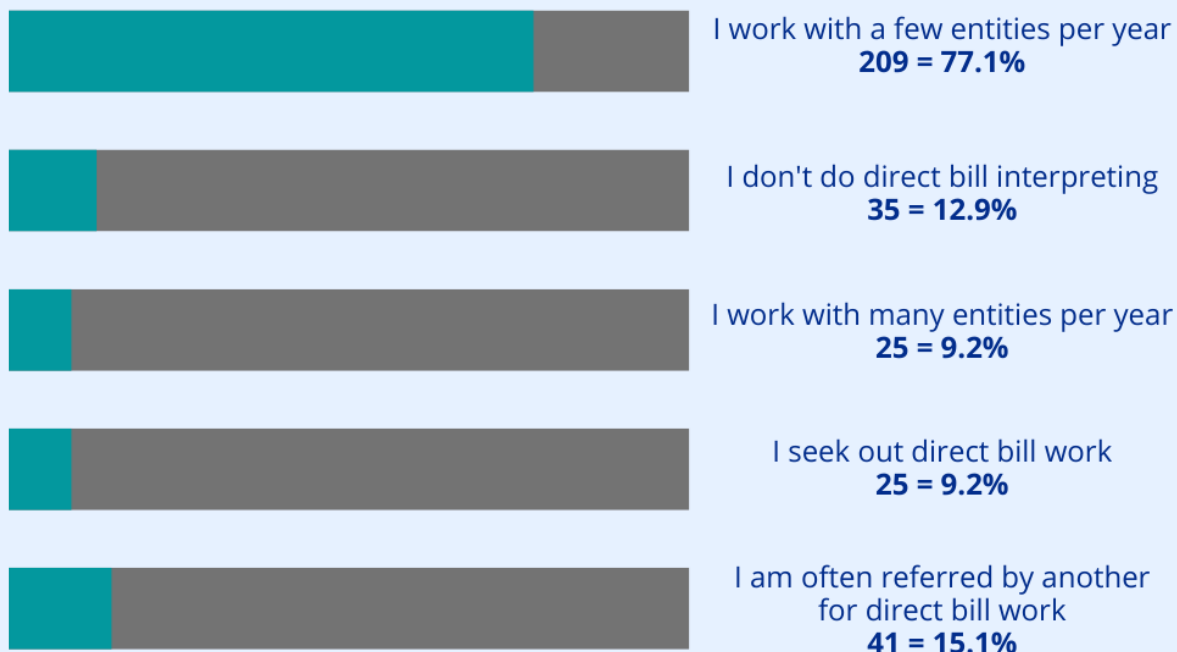
311 individuals answered this question

The pie chart above indicates:

- 176 people (56.6%) – I work mainly with one or two agencies, sometimes with others
- 23 people (7.4%) – I work evenly between all agencies I contract with
- 112 people (36.0%) – I only work with one agency

24. Tell us about your direct bill work (check all that apply)

271 individuals answered this question



24. TELL US ABOUT YOUR DIRECT BILL WORK (CHECK ALL THAT APPLY)

271 individuals answered this question

The bar graphs above indicate:

- 209 people (77.1%) – I work with a few entities per year
- 35 people (12.9%) – I don't do direct bill interpreting
- 25 people (9.2%) – I work with many entities per year
- 25 people (9.2%) – I seek out direct bill work
- 41 people (15.1%) – I am often referred by another for direct bill work

RESULTS PART 3

25. COMPARISON POINT: WHERE CERTIFIED/NON-CERTIFIED INTERPRETERS LIVE	46
26. DO YOU HOLD ANY STATE LICENSE FOR INTERPRETING?	51
27. STATES THAT INTERPRETERS HOLD LICENSURE.....	52
28. WHAT YEAR DID YOU FIRST BECOME CERTIFIED?	53
29. WHAT CREDENTIALS DO YOU CURRENTLY HOLD?	55
30. WHAT TESTS/ASSESSMENTS HAVE YOU PASSED?	57
31. WHEN DO YOU PLAN ON TAKING A CERTIFICATION TEST? *ONLY THOSE WHO RESPONDED “NON-CERTIFIED” WERE PROMPTED TO ANSWER THIS QUESTION	58
32. WHAT ARE THE BARRIERS TO BECOMING CERTIFIED?.....	59

25. COMPARISON POINT: WHERE CERTIFIED/NON-CERTIFIED INTERPRETERS LIVE 469 Individuals answered both questions							
County	Non-Certified	Certified	Total	City	Non-Certified	Certified	Total
Anoka	5	24	29	Andover	0	6	6
				Anoka	0	1	1
				Blaine	1	8	9
				Cedar	1	0	1
				Columbia Heights	0	3	3
				Coon Rapids	2	0	2
				East Bethel	1	0	1
				Fridley	0	3	3
				Lino Lakes	0	2	2
Spring Lake Park	0	1	1				
Becker	0	1	1	Detroit Lakes	0	1	1
Beltrami	1	1	2	Bemidji	1	1	2
Benton	0	2	2	Sauk Rapids	0	2	2
Blue Earth	0	2	2	Mankato	0	2	2
Brown	0	2	2	New Ulm	0	2	2
Carver	0	3	3	Norwood Young America	0	1	1
				Victoria	0	1	1
				Waconia	0	1	1
Cass	0	1	0	Poplar	0	1	1
Chisago	1	11	12	Chisago City	0	3	3
				North Branch	0	2	2
				Stacy	1	3	4
				Wyoming	0	3	3
Clay	1	6	7	Dilworth	0	1	1
				Glyndon	0	1	1
				Moorhead	1	3	4
				Sabin	0	1	1
Clearwater	0	1	1	Shevlin	0	1	1
Cook	0	1	1	Tofte	0	1	1
Crow Wing	2	7	9	Baxter	0	2	2
				Brainerd	1	5	6
				Fort Ripley	1	0	1

25. COMPARISON POINT: WHERE CERTIFIED/NON-CERTIFIED INTERPRETERS LIVE 469 Individuals answered both questions							
County	Non-Certified	Certified	Total	City	Non-Certified	Certified	Total
Dakota	3	31	34	Apple Valley	0	5	5
				Burnsville	1	3	4
				Eagan	0	9	9
				Farmington	0	4	4
				Inver Grove Heights	1	1	2
				Lakeville	0	3	3
				South Saint Paul	0	4	4
				West St Paul	1	2	3
Dodge	0	2	2	Dodge Center	0	1	1
				West Concord	0	1	1
Douglas	1	1	2	Alexandria	1	1	2
Goodhue	1	2	3	Kenyon	1	0	1
				Pine Island	0	1	1
				Zumbrota	0	1	1
Hennepin	25	106	131	Bloomington	2	5	7
				Champlin	0	2	2
				Crystal	1	3	4
				Eden Prairie	0	2	2
				Edina	1	2	3
				Golden Valley	0	1	1
				Hopkins	1	1	2
				Maple Grove	0	4	4
				Minneapolis	13	71	84
				Mnetonka	3	0	3
				New Hope	0	2	2
				Osseo	0	1	1
				Plymouth	1	2	3
				Richfield	1	3	4
				Robbinsdale	0	2	2
				Rogers	0	1	1
St. Louis Park	2	3	5				
Wayzata	0	1	1				
Hubbard	0	1	1	Lake George	0	1	1

25. COMPARISON POINT: WHERE CERTIFIED/NON-CERTIFIED INTERPRETERS LIVE 469 Individuals answered both questions							
County	Non-Certified	Certified	Total	City	Non-Certified	Certified	Total
Isanti	0	2	2	Cambridge	0	1	1
				Isanti	0	1	1
Itasca	0	1	1	Keewatin	0	1	1
Kandiyohi	0	1	1	Willmar	0	1	1
Lake	1	0	1	Two Harbors	1	0	1
Le Sueur	0	3	3	Cleveland	0	1	1
				Montgomery	0	2	2
Marshall	0	1	1	Warren	0	1	1
Mcleod	0	1	1	Glencoe	0	1	1
Meeker	0	1	1	Dassel	0	1	1
Morrison	0	6	6	Little Falls	0	3	3
				Motley	0	1	1
				Royalton	0	2	2
Olmsted	1	2	3	Oronoco	0	1	1
				Rochester	1	1	2
Otter Tail	0	1	1	Perham	0	1	1
Pennington	0	2	2	Thief River Falls	0	2	2
Pope	0	1	1	Glenwood	0	1	1
Ramsey	11	74	85	Little Canada	0	1	1
				Maplewood	0	3	3
				Mendota Heights	0	1	1
				Mounds View	0	2	2
				New Brighton	1	1	2
				North Saint Paul	1	1	2
				Roseville	1	9	10
				Shoreview	0	4	4
				St. Paul	8	51	59
White Bear Lake	0	1	1				
Rice	4	5	9	Faribault	3	2	5
				Northfield	1	3	4
Scott	3	6	9	Elko	1	1	2
				Prior Lake	0	2	2
				Savage	2	0	2
				Shakopee	1	3	4

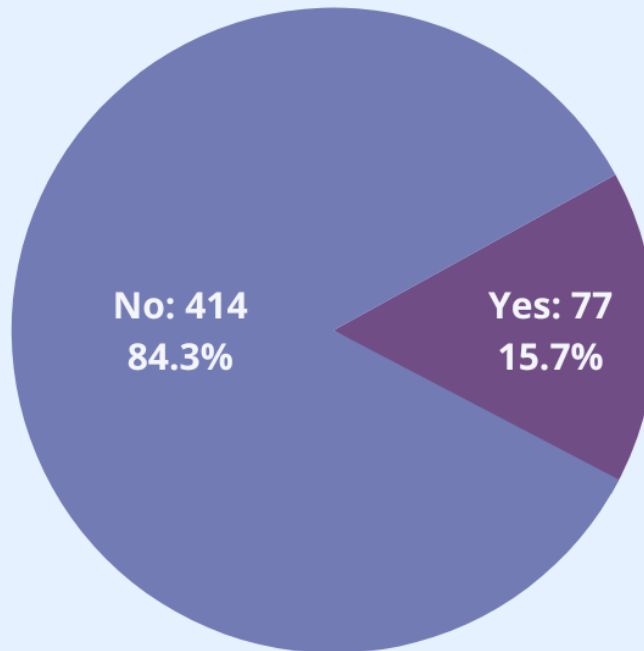
25. COMPARISON POINT: WHERE CERTIFIED/NON-CERTIFIED INTERPRETERS LIVE 469 Individuals answered both questions							
County	Non-Certified	Certified	Total	City	Non-Certified	Certified	Total
Sherburne	3	6	9	Becker	0	1	1
				Big Lake	1	1	2
				Elk River	1	3	4
				Otsego	1	1	2
St. Louis	2	17	19	Duluth	2	15	17
				Virginia	0	2	2
Stearns	0	16	16	Albany	0	2	2
				Kimball	0	2	2
				Paynesville	0	1	1
				Sartell	0	1	1
				St. Cloud	0	10	10
Steele	0	2	2	Owatonna	0	2	2
Todd	0	2	2	Long Prairie	0	2	2
Wabasha	1	1	2	Greenfield	0	1	1
				Wabasha	1	0	1
Waseca	0	2	2	Waseca	0	2	2
Washington	3	16	19	Forest Lake	0	1	1
				Lake Elmo	0	1	1
				Oakdale	0	5	5
				Saint Paul Park	1	0	1
				Scandia	1	0	1
				Stillwater	0	2	2
				Woodbury	1	7	8
Watonwan	0	1	1	Madelia	0	1	1
Winona	0	1	1	Winona	0	1	1
Wright	1	5	6	Albertville	0	1	1
				Buffalo	0	2	2
				Delano	0	1	1
				Monticello	1	1	2
Other Responses for Minnesota				Northern MN	0	1	1
				Rural City	1	0	1
				Suburbs	0	1	1
				Twin Cities	0	1	1
					72	384	456

25. COMPARISON POINT: WHERE CERTIFIED/NON-CERTIFIED INTERPRETERS LIVE

469 Individuals answered both questions

	City	Non-Certified	Certified	Total
	Answers Outside of Minnesota	Outside Minnesota	0	1
Fargo, ND		1	1	2
Thompson, ND		0	1	1
Las Vegas, NV		0	1	1
Seattle, WA		0	1	1
Baldwin, WI		0	1	1
Bay City, WI		0	1	1
Hudson, WI		0	1	1
Onalaska, WI		0	1	1
Osceola, WI		0	1	1
Prairie du Chien, WI		1	0	1
Wisconsin		0	1	1
		2	11	13

26. Do you hold any state license for interpreting? 491 individuals answered this question



26. DO YOU HOLD ANY STATE LICENSE FOR INTERPRETING?

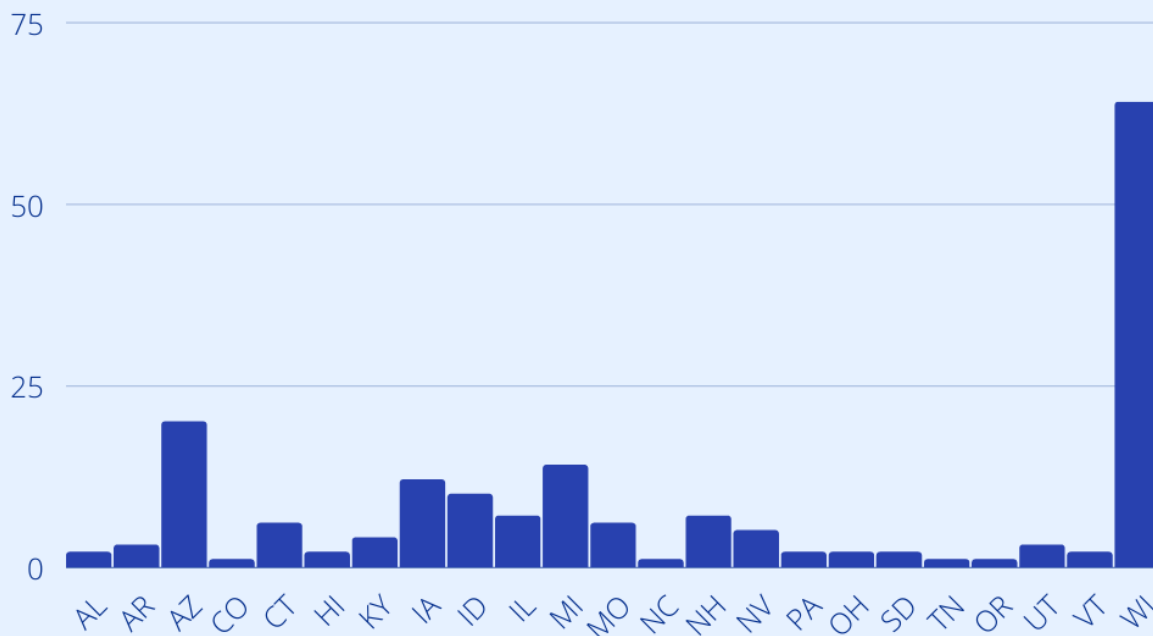
491 individuals answered this question

The pie chart above indicates:

- 414 people (84.3%) – No
- 77 people (15.7%) – Yes

27. States that interpreters hold licensure

77 individuals answered this question



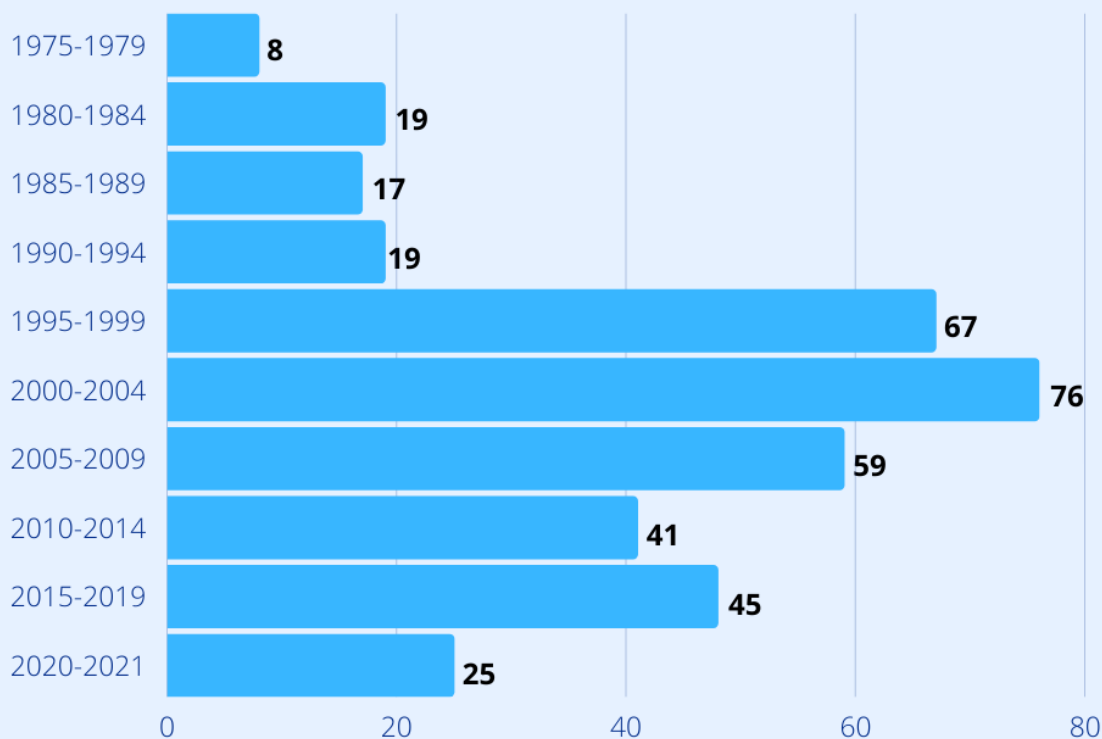
27. STATES THAT INTERPRETERS HOLD LICENSURE

77 individuals answered this question

The bar graph above indicates:

- 2 people – Alabama
- 3 people – Arkansas
- 20 people – Arizona
- 1 person – Colorado
- 6 people – Connecticut
- 2 people – Hawaii
- 4 people – Kentucky
- 12 people – Iowa
- 10 people – Idaho
- 7 people – Illinois
- 14 people – Michigan
- 6 people – Missouri
- 1 person – North Carolina
- 7 people – New Hampshire
- 5 people – Nevada
- 2 people – Pennsylvania
- 2 people – Ohio
- 2 people – South Dakota
- 1 person – Tennessee
- 1 person – Oregon
- 3 people – Utah
- 2 people – Vermont
- 64 people – Wisconsin

28. What year did you first become certified? 379 individuals answered this question



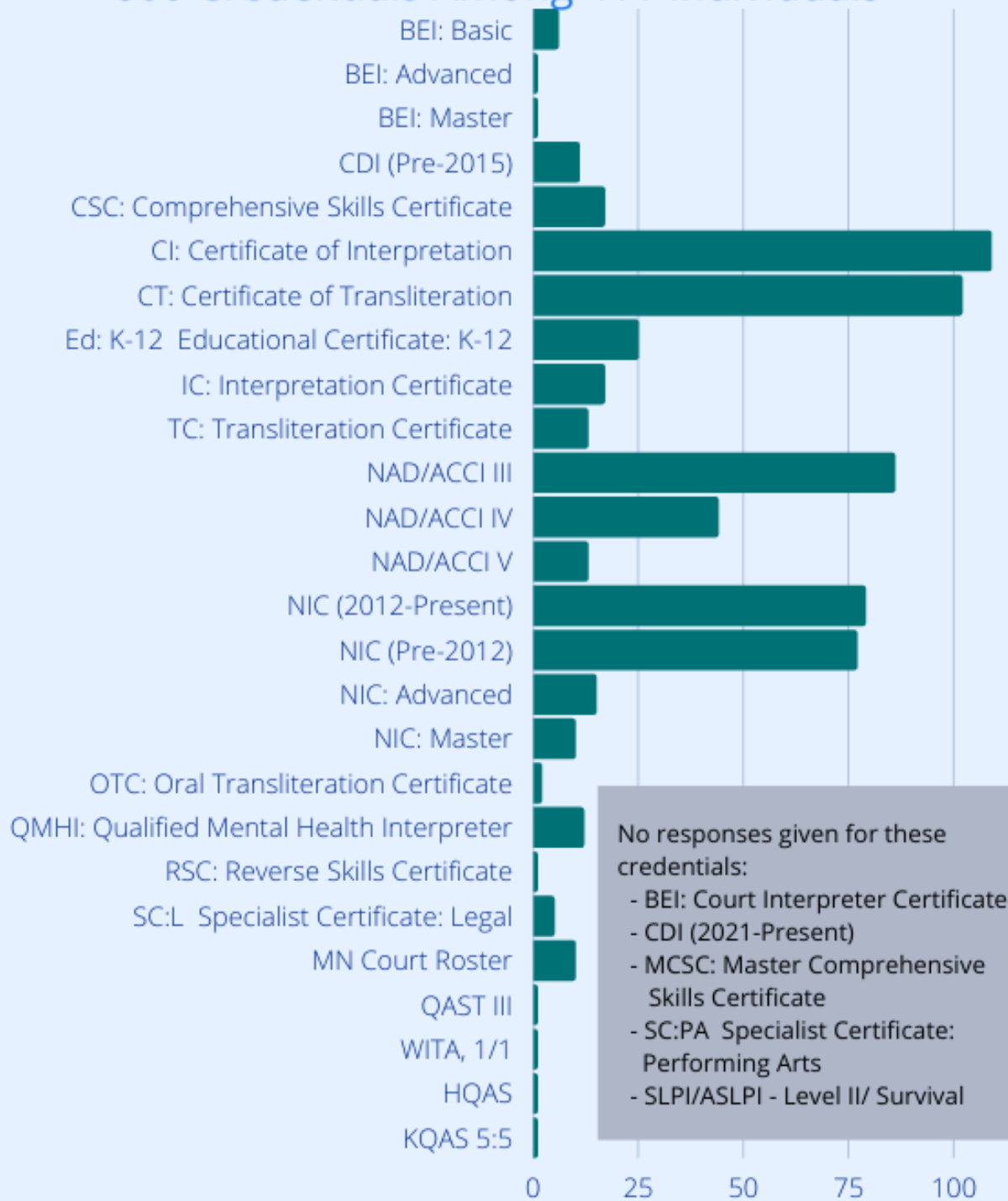
28. WHAT YEAR DID YOU FIRST BECOME CERTIFIED?

379 individuals answered this question

The bar graph above indicates:

- 8 people (2.1%) – 1975-1979
- 19 people (5%) – 1980-1984
- 17 people (4.5%) – 1985-1989
- 19 people (5%) – 1990-1994
- 67 people (17.7%) – 1995-1999
- 76 people (20.1%) – 2000-2004
- 59 people (15.6%) – 2005-2009
- 41 people (10.8%) – 2010-2014
- 45 people (12.7%) – 2015-2019
- 25 people (6.6%) – 2020-2021

29. What credentials do you currently hold? 660 Credentials Among 411 individuals



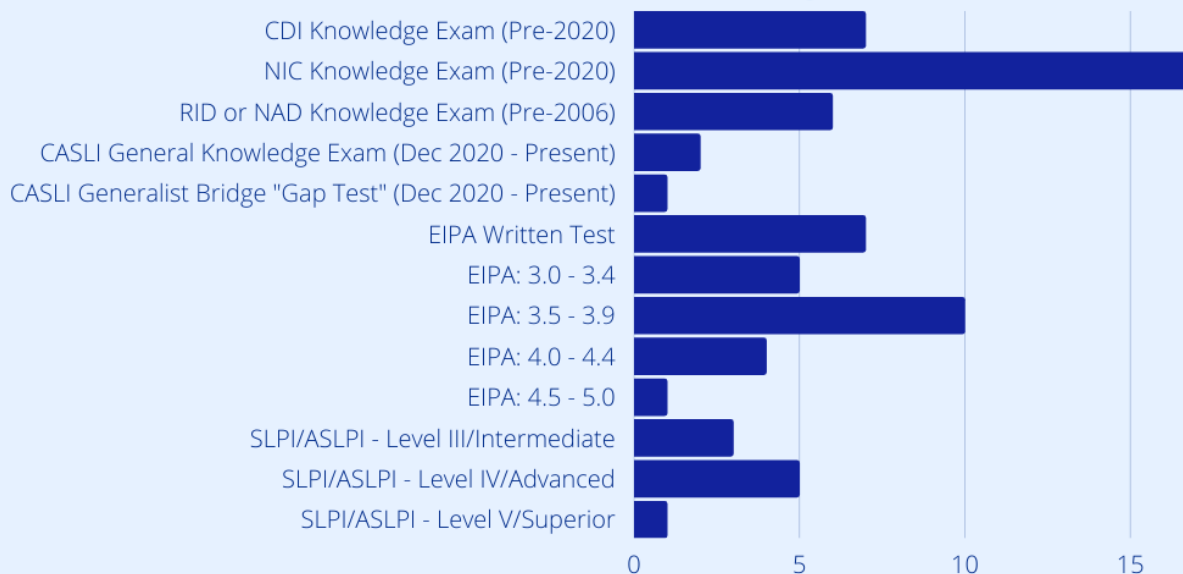
29. WHAT CREDENTIALS DO YOU CURRENTLY HOLD?

411 individuals answered this question, 660 total credentials

The bar graph above indicates:

Certification Name	# Of Responses
BEI: Basic	6
BEI: Advanced	1
BEI: Master	1
BEI: Court Interpreter Certificate	0
CDI (Pre-2015)	11
CDI (2021-Present)	0
CSC: Comprehensive Skills Certificate	17
CI: Certificate of Interpretation	109
CT: Certificate of Transliteration	102
Ed: K-12 Educational Certificate: K-12	25
IC: Interpretation Certificate	17
TC: Transliteration Certificate	13
MCSC: Master Comprehensive Skills Certificate	0
NAD/ACCI III	86
NAD/ACCI IV	44
NAD/ACCI V	13
NIC (2012-Present)	79
NIC (Pre-2012)	77
NIC: Advanced	15
NIC: Master	10
OTC: Oral Transliteration Certificate	2
QMHI: Qualified Mental Health Interpreter	12
RSC: Reverse Skills Certificate	1
SC:L Specialist Certificate: Legal	5
SC:PA Specialist Certificate: Performing Arts	0
MN Court Roster	10
QAST III	1
WITA, 1/1	1
HQAS	1
KQAS 5:5	1

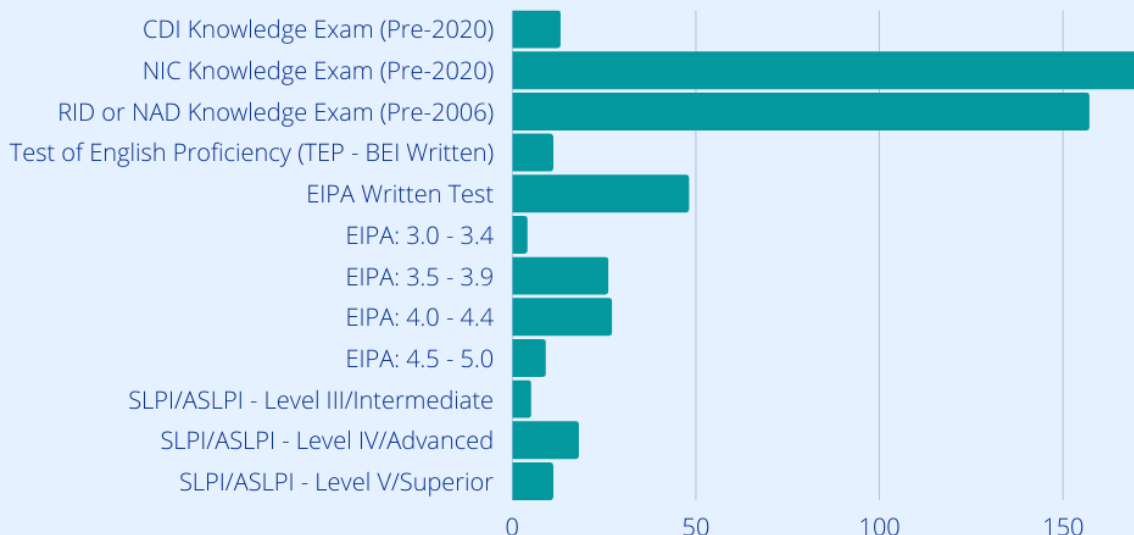
30. Non-Certified: What tests/assessments have you passed? 69 Tests/Assessments Passed Among 43 Individuals



No responses given for these tests/assessments:

- Test of English Proficiency (TEP- BEI Written)
- EIPA: 2.9 or below
- SLPI/ASLPI - Level I/Novice
- SLPI/ASLPI - Level II/ Survival

30. Certified: What tests/assessments have you passed? 503 Tests/Assessments Passed Among 344 individuals



No responses given for these tests/assessments:

- CASLI General Knowledge Exam (Dec 2020-Present)
- CASLI Generalist Bridge "Gap Test" (Dec 2020-Present)
- EIPA: 2.9 or below
- SLPI/ASLPI - Level I/Novice
- SLPI/ASLPI - Level II/ Survival

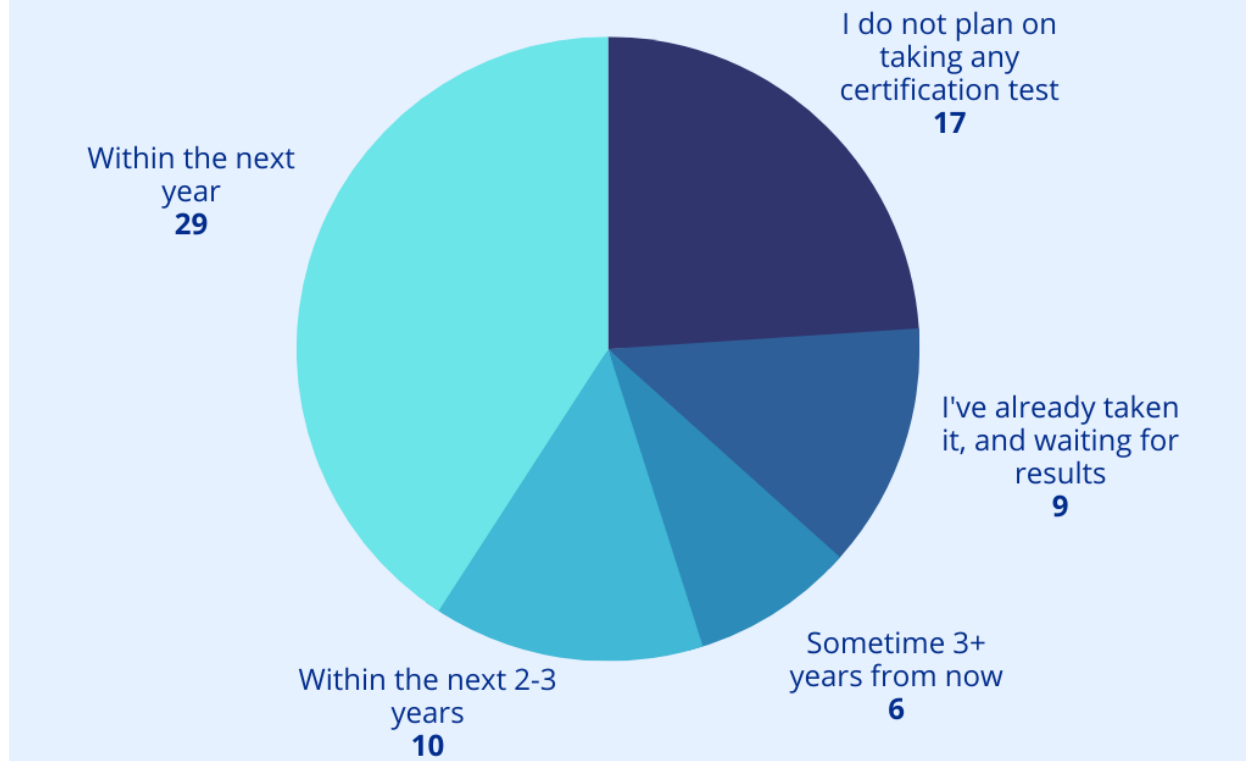
30. WHAT TESTS/ASSESSMENTS HAVE YOU PASSED?

344 certified individuals answered this question, total 503 tests/assessments passed
 43 non-certified individuals answered this question, total 69 tests/assessments passed

The bar graph above indicates:

Tests/Assessments Passed among MN Interpreters (not certifications)	# Non-Certified	# Certified
CDI Knowledge Exam (Pre-2020)	7	13
NIC Knowledge Exam (Pre-2020)	17	174
RID or NAD Knowledge Exam (Pre-2006)	6	157
CASLI General Knowledge Exam (Dec 2020 - Present)	2	0
CASLI Generalist Bridge "Gap Test" (Dec 2020 - Present)	1	0
Test of English Proficiency (TEP - BEI Written)	0	11
EIPA Written Test	7	48
EIPA: 2.9 or below	0	0
EIPA: 3.0 - 3.4	5	4
EIPA: 3.5 - 3.9	10	26
EIPA: 4.0 - 4.4	4	27
EIPA: 4.5 - 5.0	1	9
SLPI/ASLPI - Level I/Novice	0	0
SLPI/ASLPI - Level II/Survival	0	0
SLPI/ASLPI - Level III/Intermediate	3	5
SLPI/ASLPI - Level IV/Advanced	5	18
SLPI/ASLPI - Level V/Superior	1	11
Other (please specify)	0	0

31. When do you plan on taking a certification test? 71 individuals answered this question



31. WHEN DO YOU PLAN ON TAKING A CERTIFICATION TEST?

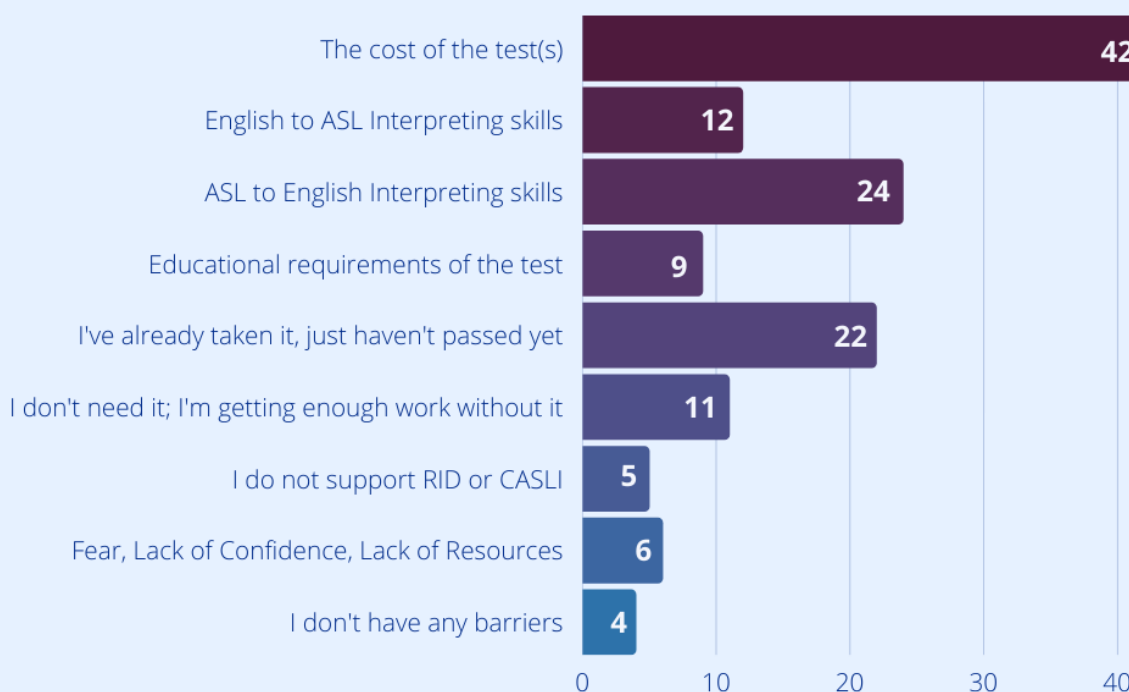
*Only those who responded "non-certified" were prompted to answer this question

71 individuals answered this question

The bar graph above indicates:

- 29 people (40.8%) – Within the next year
- 10 people (14.1%) – Within the next 2-3 years
- 6 people (8.5%) – Sometime 3+ years from now
- 9 people (12.7%) – I've already taken it, and waiting for results
- 17 people (23.9%) – I do not plan on taking any certification test

32. What are the barriers to becoming certified? 68 individuals answered this question



32. WHAT ARE THE BARRIERS TO BECOMING CERTIFIED?

*Only those who responded “non-certified” were prompted to answer this question

68 individuals answered this question

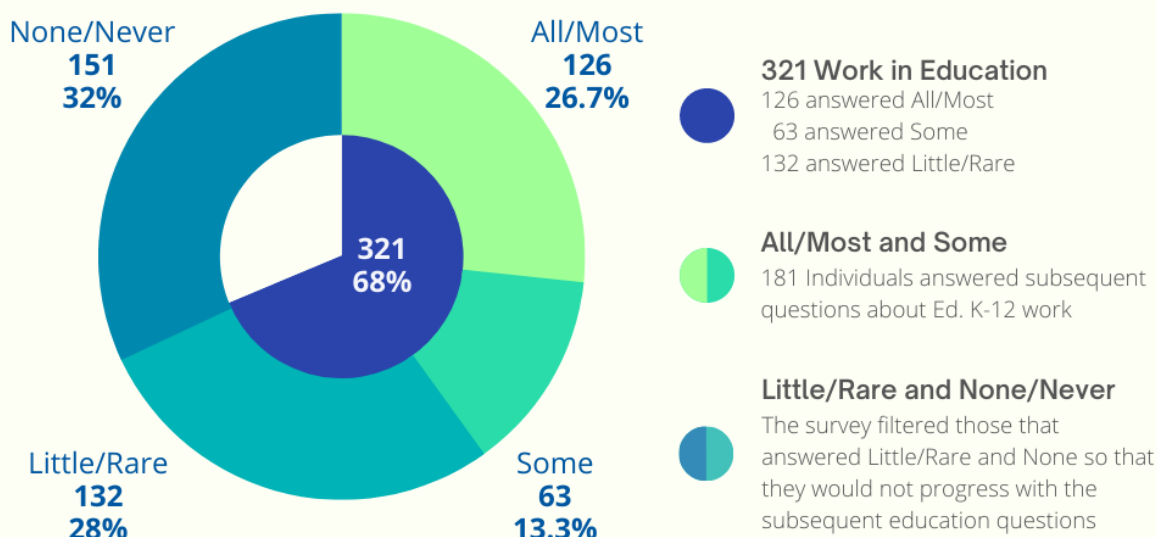
The bar graph above indicates:

- 42 people – The cost of the test(s)
- 12 people – English to ASL Interpreting Skills
- 24 people – ASL to English Interpreting Skills
- 9 people – Educational requirements of the test
- 22 people – I’ve already taken it, just haven’t passed it yet
- 11 people – I don’t need it; I’m getting enough work without it
- 5 people – I do not support RID or CASLI
- 6 people – Fear, Lack of Confidence, Lack of Resources
- 4 people – I don’t have any barriers

RESULTS PART 4

33. HOW MUCH OF YOUR WORK IS IN EDUCATION K-12?.....	61
34. COMPARISON POINT: CERTIFICATION AND EDUCATION K-12 INTERPRETING	62
35. CONTRACT FOR EDUCATION K-12 INTERPRETING THROUGH SCHOOL DISTRICT OR REFERRAL AGENCY?	63
36. DATA COMPARISON: TYPE OF EDUCATION K-12 INTERPRETING AND CERTIFICATION	64
37. WORKING IN EDUCATION: WHAT IS YOUR JOB TITLE?.....	65
38. DATA COMPARISON: CERTIFICATION AND JOB TITLES IN EDUCATION K-12 INTERPRETING	66
39. HOW MANY TOTAL YEARS HAVE YOU WORKED IN K-12?	67
40. DATA COMPARISON: YEARS IN K-12 AND CERTIFICATION?	68
41. DATA COMPARISON: EDUCATION K-12 INTERPRETING AND HOURLY RATES.....	69
42. DATA COMPARISON: EDUCATION K-12 INTERPRETING HOURLY RATES AND CERTIFICATION/EIPA STATUS	70
43. DO YOU PRIMARILY WORK IN A MN SCHOOL DISTRICT?	71
44. AS AN EDUCATIONAL INTERPRETER, DO YOU ALSO FEEL PRESSURED TO WORK IN COMMUNITY SETTINGS?	72
45. DATA COMPARISON: CERTIFICATION AND FEELING PRESSURED TO WORK IN COMMUNITY SETTINGS	73

33. How much of your work is in Education K-12? 472 individuals answered this question



33. HOW MUCH OF YOUR WORK IS IN EDUCATION K-12?

472 individuals answered this question

The donut chart and data above indicate:

126 people (26.7%) – All/Most

151 people (32%) – None Never

63 people (13.3%) – Some

132 people (28%) – Little/Rare

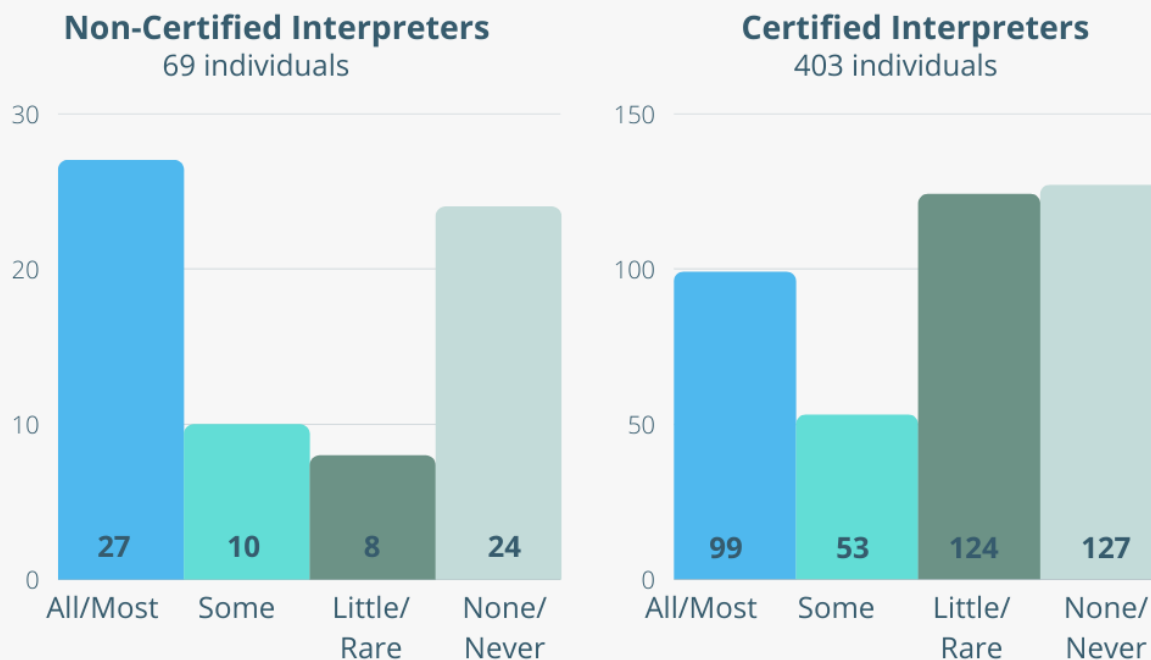
321 people (68%) work in education

181 Individuals answered subsequent questions about Ed K-12 work

- 124 people who answered All/Most moving forward
 - Two (2) individuals did not answer subsequent questions
- 57 people who answered Some moving forward
 - Six (6) individuals did not answer subsequent questions
- Little/Rare and None/Never
 - The survey filtered those that answered Little/Rare and None/Never so that they would not progress with the subsequent education questions

34. Data Comparison: Certification and education K-12 interpreting

How much of your work is in Education: K-12?



34. COMPARISON POINT: CERTIFICATION AND EDUCATION K-12 INTERPRETING

472 individuals answered this question

The left bar graph indicates non-certified and the right bar graph indicates certified interpreters

69 Individuals Non-Certified Interpreters

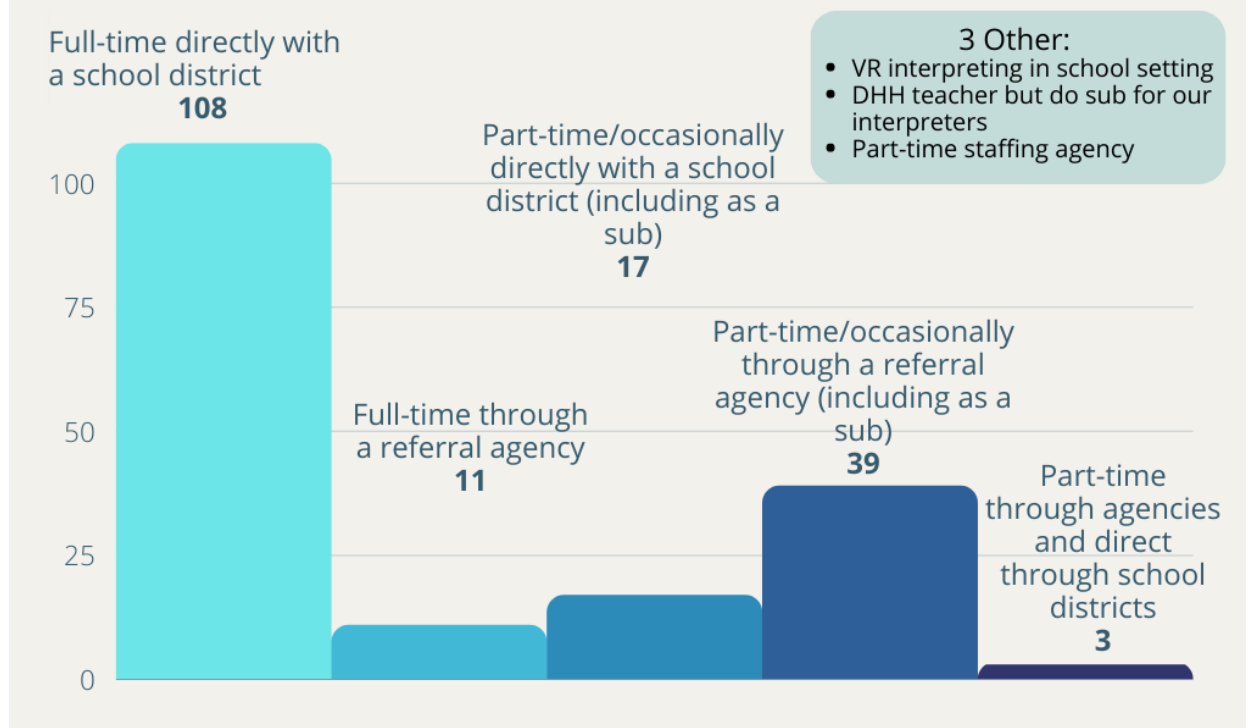
- 27 people (39.1%) – All/Most
- 10 people (14.5%) – Some
- 8 people (11.6%) – Little/Rare
- 24 people (34.8%) – None/Never

403 Individuals Certified Interpreters

- 99 people (24.6%) – All/Most
- 53 people (13.2%) – Some
- 124 people (30.8%) – Little/Rare
- 127 people (31.5%) – None/Never

35. Is your contract for education K-12 interpreting through school district or referral agency?

181 individuals answered this question



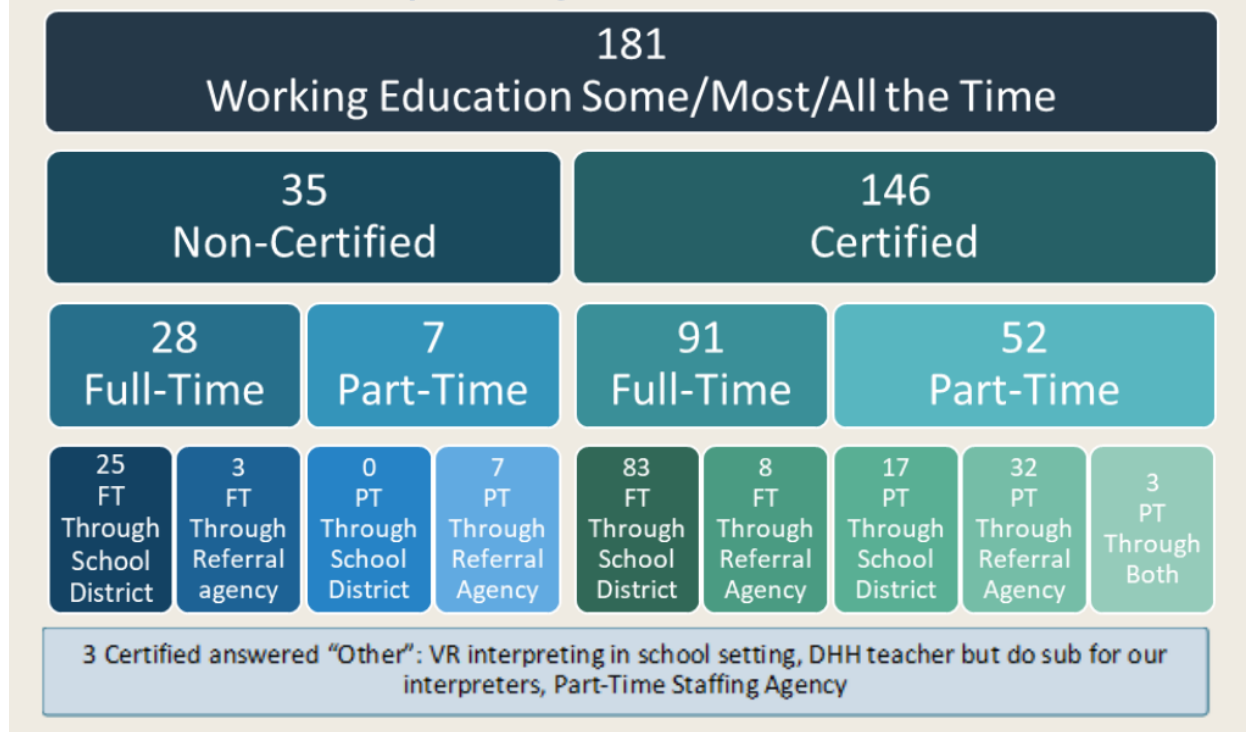
35. CONTRACT FOR EDUCATION K-12 INTERPRETING THROUGH SCHOOL DISTRICT OR REFERRAL AGENCY?

181 individuals answered this question

The bar graph above indicates:

- 108 people (59.7%) – Full-time directly with a school district
- 11 people (6.1%) – Full-time through a referral agency
- 17 people (9.4%) – Part-time/occasionally directly with school district (including as a sub)
- 39 people (21.5%) – Part-time/occasionally through a referral agency (including as a sub)
- 3 people (1.7%) – Part-time through agencies and direct through school districts
- 3 people (1.7%) – Other:
 - VR Interpreting in school setting
 - DHH Teacher but do sub for our interpreters
 - Part-time staffing agency

36. Data Comparison: Type of education K-12 interpreting and certification



36. DATA COMPARISON: TYPE OF EDUCATION K-12 INTERPRETING AND CERTIFICATION

The chart above indicates of the 181 Working Education Some/Most/All the Time:

35 Non-Certified, 28 are full-time and 7 are part-time

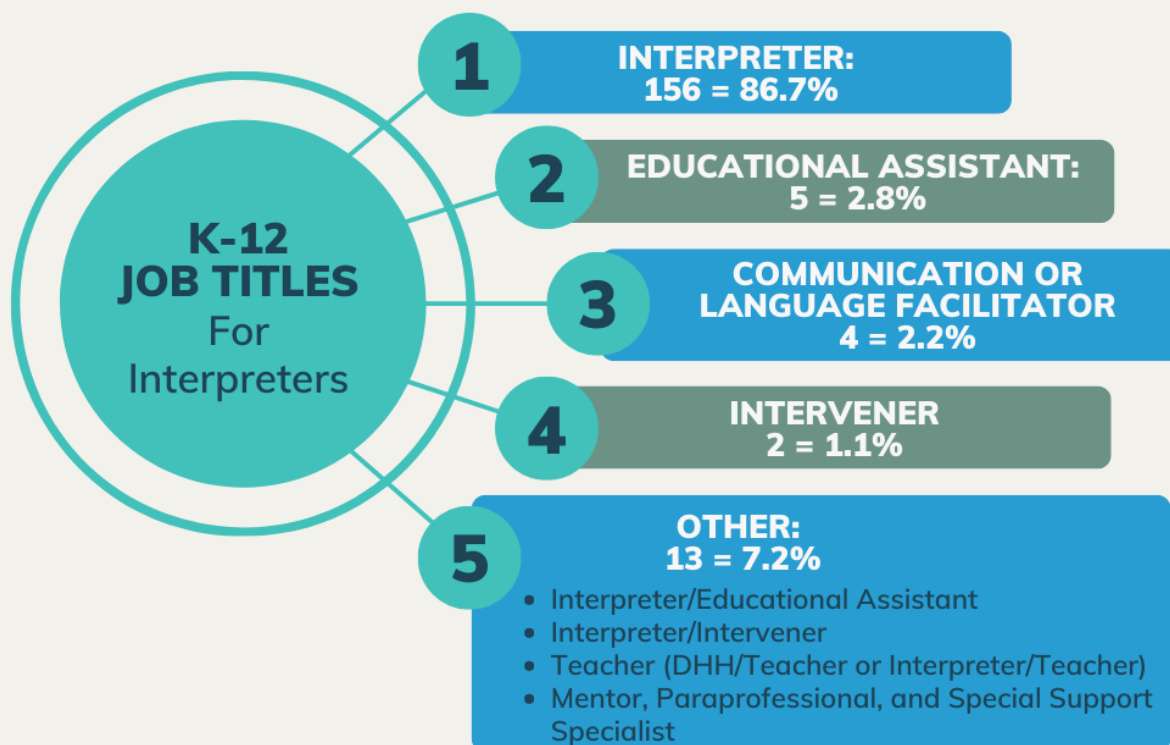
- 25 people – FT through school district
- 3 people – FT through referral agency
- 0 people – PT through school district
- 7 people – PT through referral agency

146 Certified, 91 are full-time and 52 are part-time

- 83 people – FT through school district
- 8 people – FT through referral agency
- 17 people – PT through school district
- 32 people – PT through referral agency
- 3 Certified answered Other-
 - DHH Teacher but do sub for our interpreters
 - Part-Time Staffing Agency
 - VR Interpreting in School Setting

37. Working in Education: What is your job title?

180 individuals answered this question



37. WORKING IN EDUCATION: WHAT IS YOUR JOB TITLE?

180 individuals answered this question

The graphic above indicates K-12 Job Titles for Interpreters:

- 156 people (86.7%) – Interpreter
- 5 people (2.8%) – Educational Assistant
- 4 people (2.2%) – Communication or Language Facilitator
- 2 people (1.1%) – Intervener
- 13 people (7.2%) – Other
 - Interpreter/Educational Assistant
 - Interpreter/Intervener
 - Teacher (DHH/Teacher or Interpreter/Teacher)
 - Mentor, Paraprofessional, and Special Support Specialist

38. Data Comparison: Certification and job titles in education K-12 interpreting

180 individuals answered this question

Non-Certified

Certified

25	Interpreter	131
1	Educational Assistant	4
3	Communication or Language Facilitator	1
2	Intervener	0
1	Interpreter/Educational Assistant	3
0	Interpreter/Intervener	3
1	Teacher (DHH/Teacher or Interpreter/Teacher)	2
2	Mentor, Paraprofessional, Special Support Specialist	1

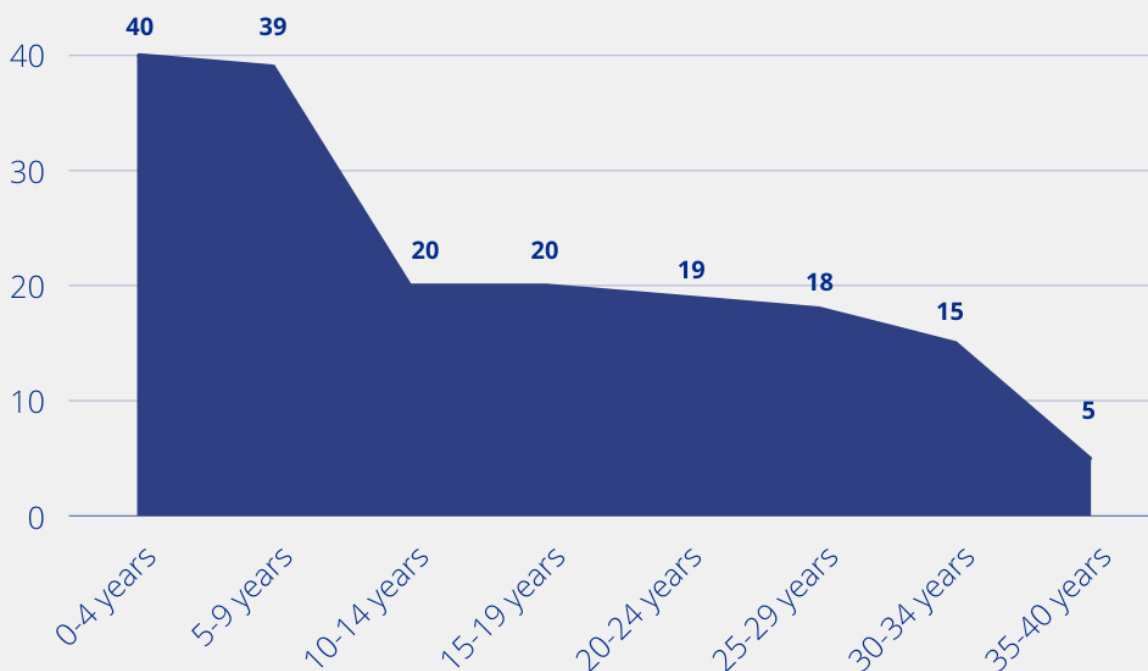
38. DATA COMPARISON: CERTIFICATION AND JOB TITLES IN EDUCATION K-12 INTERPRETING

180 individuals answered this question

The chart above indicates:

Job Title	# Non-Certified	# Certified
Interpreter	25	131
Educational Assistant	1	4
Communication or Language Facilitator	3	1
Intervener	2	0
Interpreter/Educational Assistant	1	3
Interpreter/Intervener	0	3
Teacher (DHH/Teacher or Interpreter/Teacher)	1	2
Mentor, Paraprofessional, and Special Support Specialist	2	1

39. How many total years have you worked in K-12? 176 individuals answered this question



39. HOW MANY TOTAL YEARS HAVE YOU WORKED IN K-12?

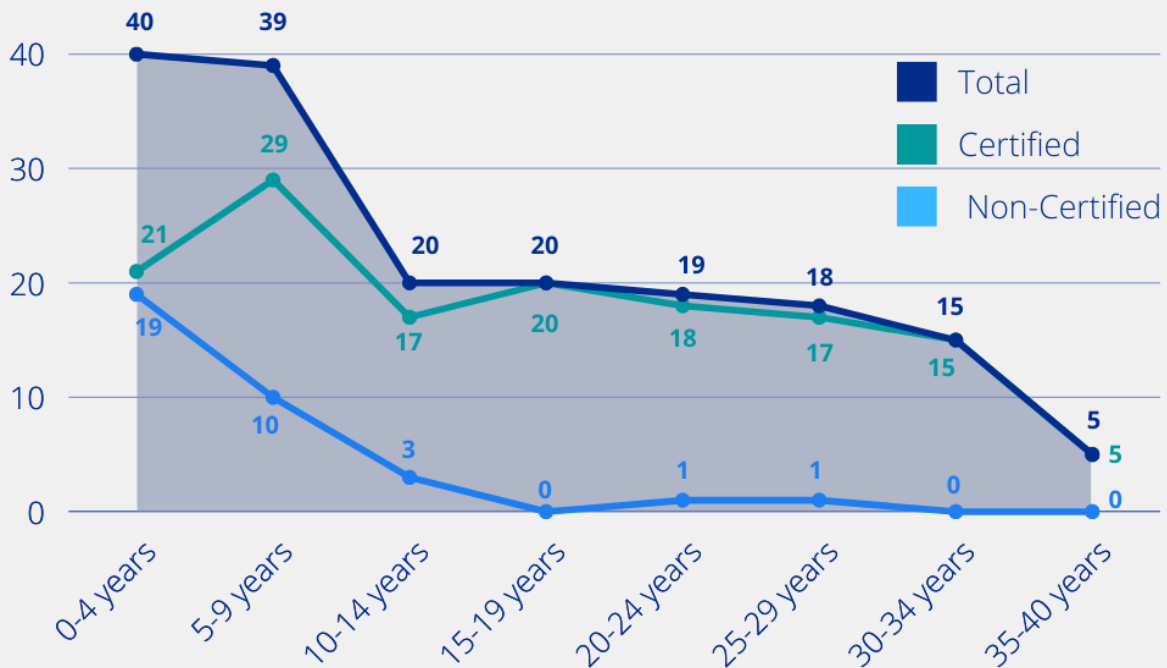
176 individuals answered this question

The area chart above indicates:

- 40 people (22.7%) – 0-4 years
- 39 people (22.2%) – 5-9 years
- 20 people (11.4%) – 10-14 years
- 20 people (11.4%) – 15-19 years
- 19 people (10.8%) – 20-24 years
- 18 people (10.2%) – 25-29 years
- 15 people (8.5%) – 30-34 years
- 5 people (2.8%) – 35-40 years

40. Data Comparison: Years in K-12 and certification

176 individuals answered this question



40. DATA COMPARISON: YEARS IN K-12 AND CERTIFICATION?

176 individuals answered this question

The bar graph above indicates:

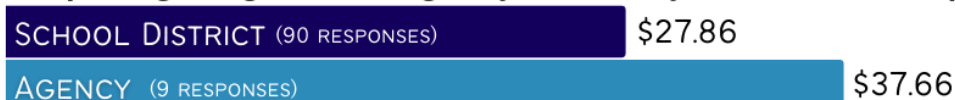
Job Title	# Non-Certified	# Certified	# Total
0-4 years	19	21	40
5-9 years	10	29	39
10-14 years	3	17	20
15-19 years	0	20	20
20-24 years	1	18	19
25-29 years	1	17	18
30-34 years	0	15	15
35-40 years	0	5	5

41. Data Comparison: Education K-12 Interpreting and Hourly Rates

Average hourly rate educational interpreters vs. all interpreter categories



All interpreting categories average daytime hourly rate based on employment type



Educational interpreters average FULL TIME hourly rate based on employment type



Educational interpreters average PART TIME hourly rate based on employment type



41. DATA COMPARISON: EDUCATION K-12 INTERPRETING AND HOURLY RATES

The bar graph above indicates:

Average hourly rate educational interpreters vs. all interpreter categories

- \$31.80 hourly – Educational Interpreters (144 responses)
- \$41.73 hourly – All Interpreters (590 responses)

All interpreting categories average daytime hourly rate based on employment type

- \$27.86 hourly – School District (90 responses)
- \$37.66 hourly – Agency (9 responses)

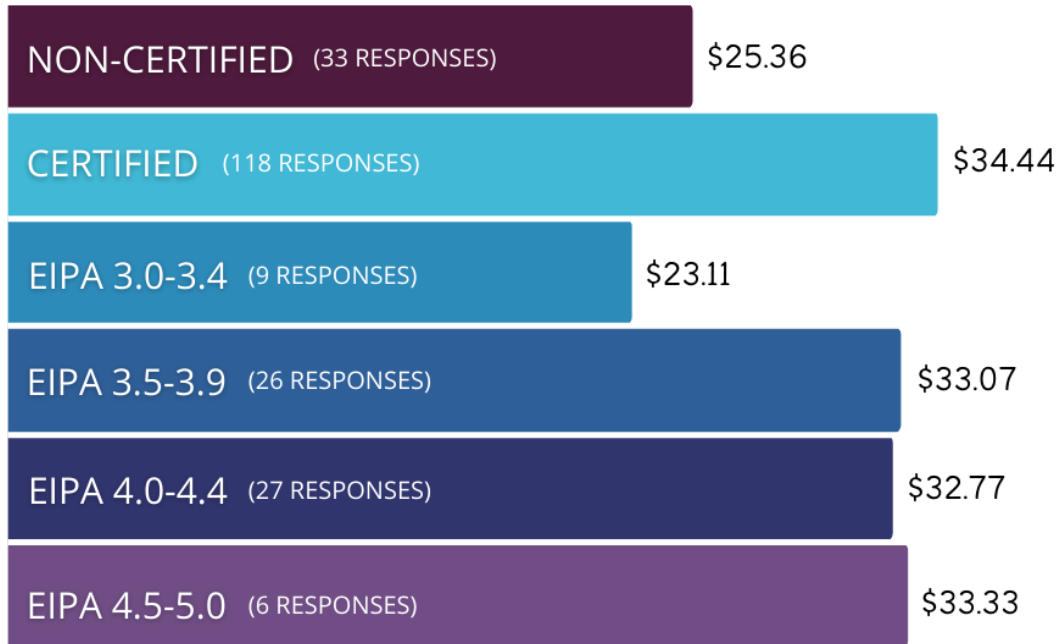
Educational interpreters average FULL TIME hourly rate based on employment type

- \$37.62 hourly – School District (8 responses)
- \$39.96 hourly – Agency (32 responses)

Educational interpreters average PART TIME hourly rate based on employment type

- \$35.21 hourly – Staff Position (254 responses)
- \$42.44 hourly – Agency (286 responses)
- \$46.08 hourly – Direct Bill (229 responses)

42. Data Comparison: Education K-12 Interpreting Hourly Rates and Certification/EIPA Status

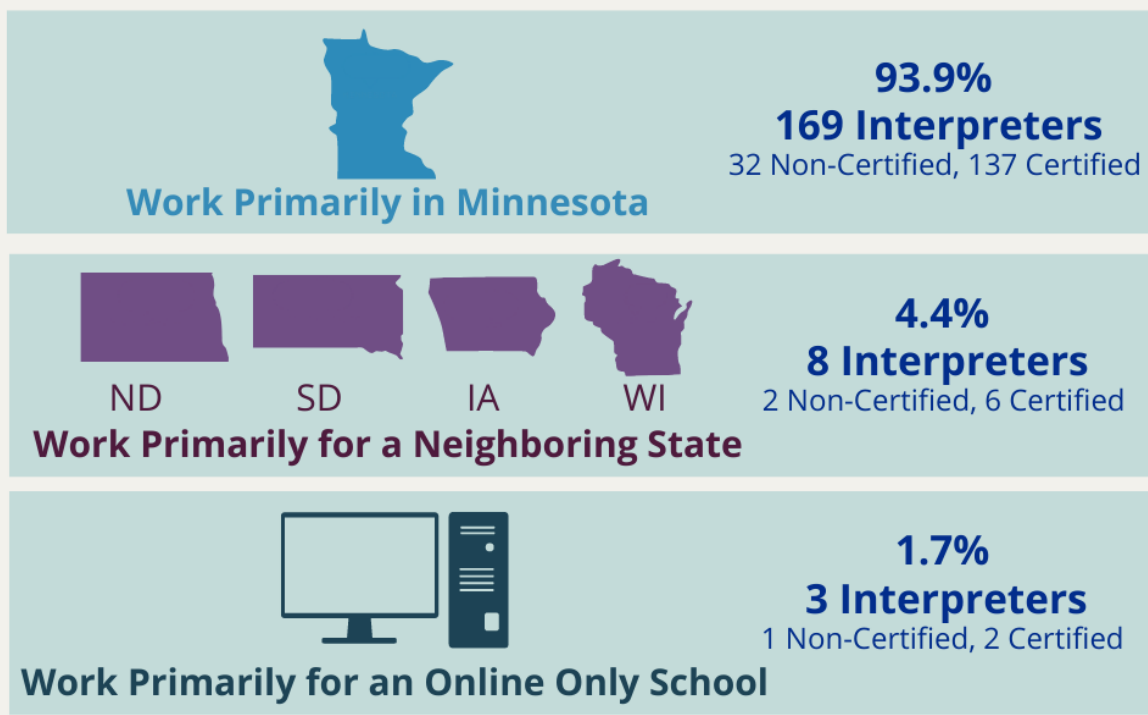


42. DATA COMPARISON: EDUCATION K-12 INTERPRETING HOURLY RATES AND CERTIFICATION/EIPA STATUS

The bar graph above indicates:

- \$25.36 hourly – Non-Certified (33 responses)
- \$34.44 hourly – Certified (118 responses)
- \$23.11 hourly – EIPA 3.0-3.4 (9 responses)
- \$33.07 hourly – EIPA 3.5-3.9 (26 responses)
- \$32.77 hourly – EIPA 4.0-4.4 (27 responses)
- \$33.33 hourly – EIPA 4.5-5.0 (6 responses)

43. Do you primarily work in a MN school district? 180 individuals answered this question



43. DO YOU PRIMARILY WORK IN A MN SCHOOL DISTRICT?

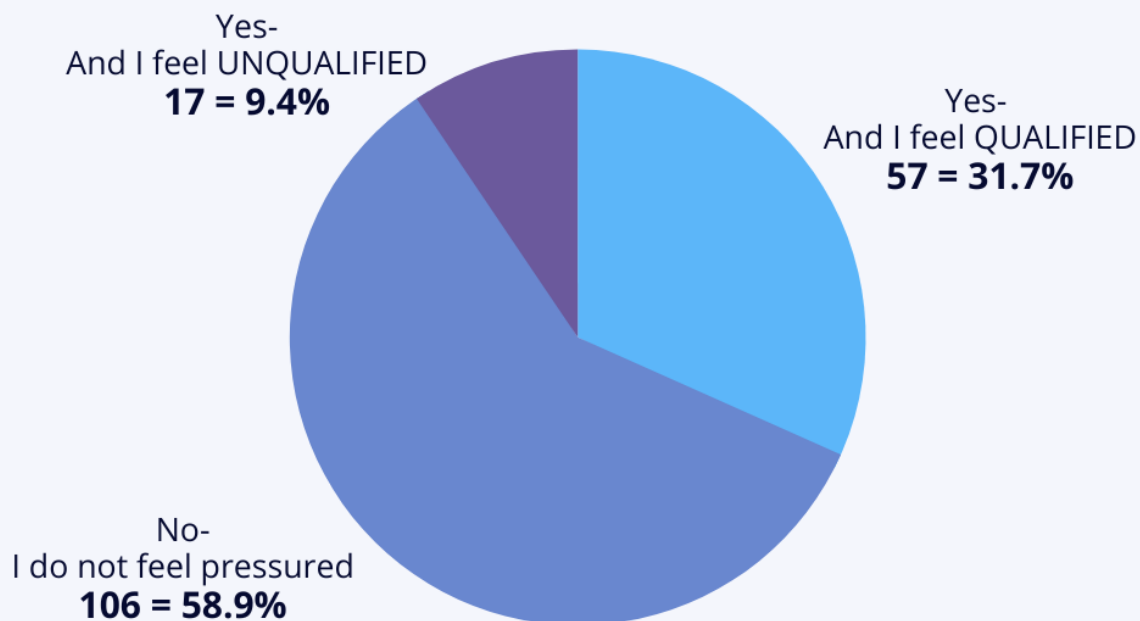
180 individuals answered this question

The graphic above indicates:

- 169 people (93.9%) – Work primarily in Minnesota
 - 32 Non-Certified
 - 137 Certified
- 8 people (4.4%) – Work primarily for a neighboring state (ND, SD, IA, WI)
 - 2 Non-Certified
 - 6 Certified
- 3 people (1.7%) – Work primarily for an online only school
 - 1 Non-Certified
 - 2 Certified

44. As an educational interpreter, do you also feel pressured to work in community settings?

180 individuals answered this question



44. AS AN EDUCATIONAL INTERPRETER, DO YOU ALSO FEEL PRESSURED TO WORK IN COMMUNITY SETTINGS?

180 individuals answered this question

The pie chart above indicates:

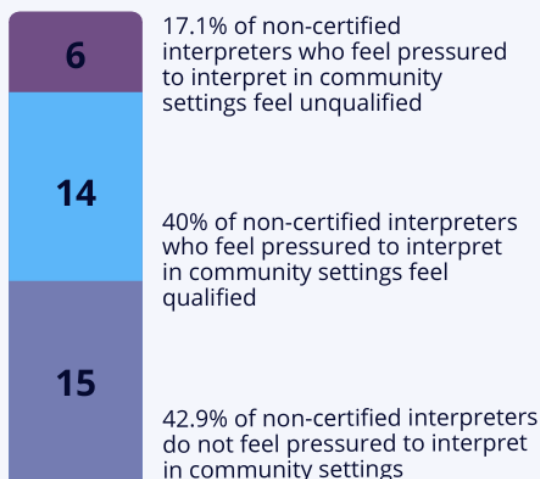
- 17 people (9.4%) – Yes, and I feel unqualified
- 57 people (31.7%) – Yes, and I feel qualified
- 106 people (58.9%) – No, I do not feel pressured

45. Data Comparison: Certification and feeling pressured to work in community settings

180 individuals answered this question

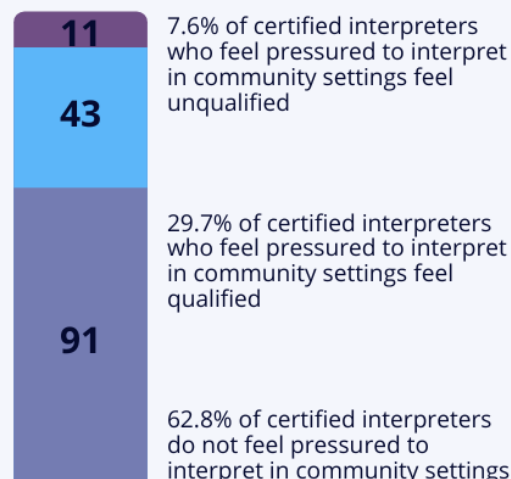
35 Non-Certified

answered this question



145 Certified

answered this question



45. DATA COMPARISON: CERTIFICATION AND FEELING PRESSURED TO WORK IN COMMUNITY SETTINGS

180 individuals answered this question. The chart above indicates:

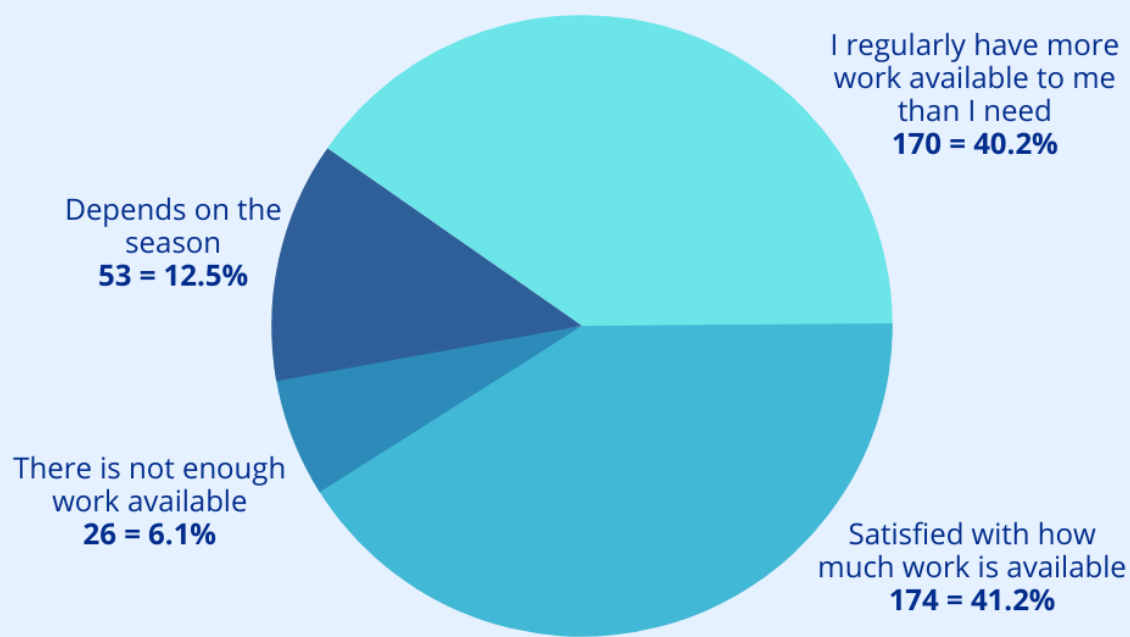
- 35 Non-Certified answered this question
 - 6 people (17.1%) of non-certified interpreters who feel pressured to interpret in community settings feel unqualified
 - 14 people (40%) of non-certified interpreters who feel pressured to interpret in community settings feel qualified
 - 15 people (42.9%) of non-certified interpreters do not feel pressured to interpret in community settings
- 145 Certified answered this question
 - 11 people (7.6%) of certified interpreters who feel pressured to interpret in community settings feel unqualified
 - 43 people (29.7%) of certified interpreters who feel pressured to interpret in community settings feel qualified
 - 91 people (62.8%) of certified interpreters do not feel pressured to interpret in community settings

RESULTS PART 5

46. HOW SATISFIED ARE YOU WITH THE AMOUNT OF WORK AVAILABLE TO YOU?	75
47. DATA COMPARISON: CERTIFICATION AND SATISFACTION WITH AVAILABLE WORK	76
48. HOW MUCH OF YOUR WORK IS ON SITE V. VIDEO?.....	77
49. HOW MUCH OF YOUR WORK IS ON ONGOING/CONSISTENT V. SPORADIC?	78
50. HOW TOTAL TIME DO YOU SPEND COMMUTING FOR INTERPRETING WORK?	79
51. WHEN YOU BILL FOR TRAVEL, WHAT RATE DO YOU TYPICALLY CHARGE?	80
52. HOW OFTEN DO YOU WORK DURING... TIME OF DAY/NIGHT	82
53. HOW OFTEN DO YOU WORK DURING... WEEKDAYS, WEEKENDS, HOLIDAYS	84
54. HOW OFTEN DO YOU WORK WITH THESE AGES?	86
55. DO YOU HAVE PROFESSIONAL LIABILITY INSURANCE?.....	88
56. DO YOU HAVE HEALTH INSURANCE?.....	89
57. DO YOU HAVE RETIREMENT?	90
58. HOW DID YOU GET INTO THE FIELD OF INTERPRETING?	91
59. HOW DID YOU RECEIVE TRAINING TO BECOME AN INTERPRETER?.....	92
60. WHAT YEAR DID YOU BEGIN INTERPRETING FOR PAY?.....	93
61. IF YOU ATTENDED AN ITP, HOW LONG WAS YOUR PROGRAM?	94
62. WHAT YEAR DID YOU GRADUATE OR COMPLETE YOUR INTERPRETER TRAINING PROGRAM?	95
63. YOUR PROFESSIONAL DEVELOPMENT MOST COMMONLY CONSISTS OF?	96
64. HOW MANY HOURS OF PROFESSIONAL DEVELOPMENT DO YOU DO PER YEAR?	97
65. WITHIN THE LAST TWO YEARS, WHAT HAS BEEN YOUR MENTORING EXPERIENCE?	98
66. WHERE ARE THE TOP THREE PLACES YOU GO TO SEEK OUT PROFESSIONAL SUPPORT AND INVOLVEMENT?	99
67. OUTSIDE OF YOUR (PAID) WORK AS AN INTERPRETER, HOW MUCH TIME DO YOU USE ASL?.....	100
68. ON AVERAGE, HOW MANY VOLUNTEER/PRO-BONO INTERPRETING HOURS DO YOU DO PER YEAR?.....	101
69. HAVE YOU EXPERIENCED ANY OF THE FOLLOWING?	102
70. DATA COMPARISON: ENCOURAGING GROWTH OF OUR FIELD	104
71. DATA COMPARISON: DISCRIMINATION, MICROAGGRESSION, AND HORIZONTAL VIOLENCE AMONG POC, DI, AND CODA	105
72. DATA COMPARISON, YEARS OF EXPERIENCE AND RATE FOR DAYS AND EVENINGS/WEEKENDS.....	106
73. DATA COMPARISON, YEARS OF EXPERIENCE AND RATE FOR DAYS AND EVENINGS/WEEKENDS.....	107

46. How satisfied are you with the amount of work available to you?

423 individuals answered this question



46. HOW SATISFIED ARE YOU WITH THE AMOUNT OF WORK AVAILABLE TO YOU?

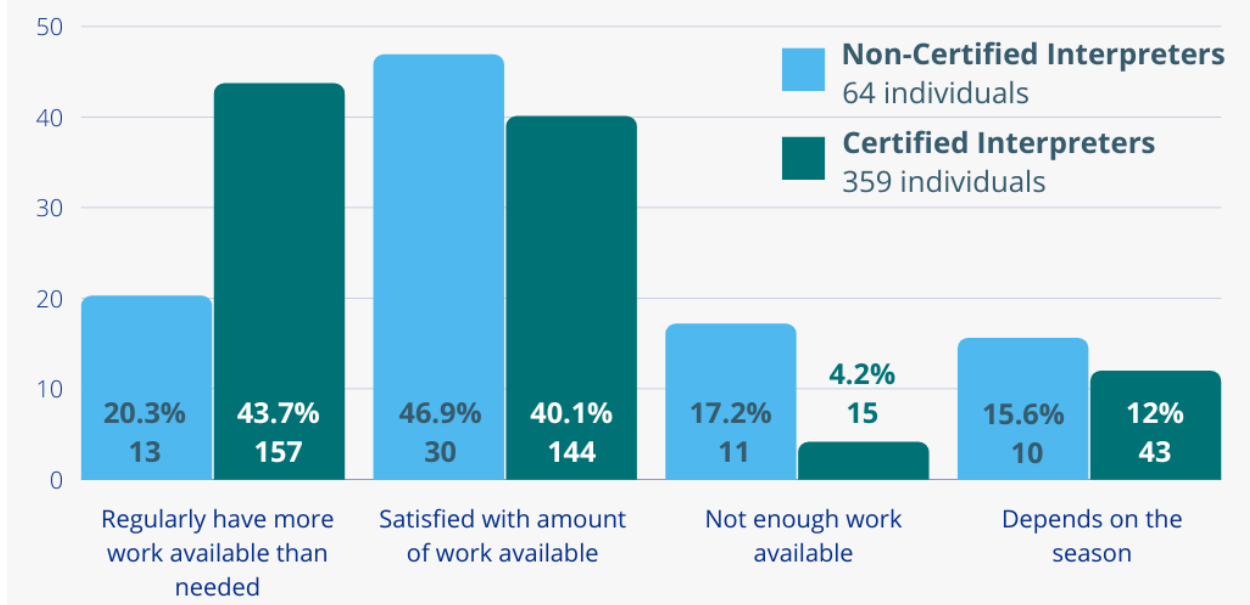
423 individuals answered this question

The pie chart above indicates:

- 170 people (40.2%) – I regularly have more work available to me than I need
- 174 people (41.2%) – Satisfied with how much work is available
- 26 people (6.1%) – There is not enough work available
- 53 people (12.5%) – Depends on the season

47. Data Comparison: Certification and satisfaction with available work

How satisfied are you with the amount of work available to you?



47. DATA COMPARISON: CERTIFICATION AND SATISFACTION WITH AVAILABLE WORK

How satisfied are you with the amount of work available to you?

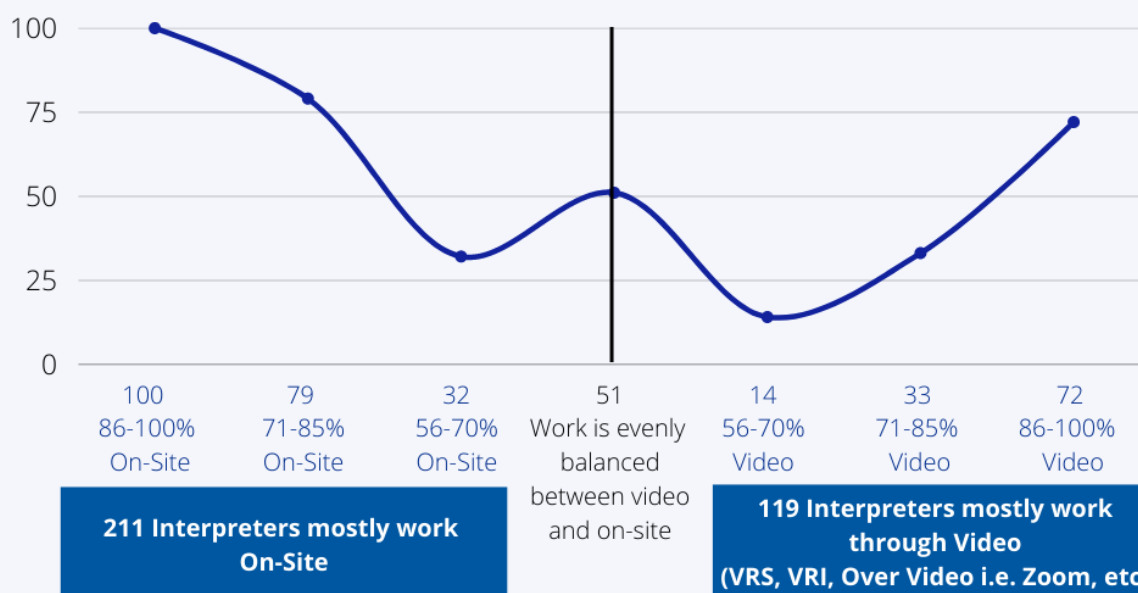
64 non-certified individuals answered this question

359 certified individuals answered this question

The bar chart above indicates:

- 13 people (20.3%) – Non-Certified: Regularly have more work available than needed
- 157 people (43.7%) – Certified: Regularly have more work available than needed
- 30 people (46.9%) – Non-Certified: Satisfied with amount of work available
- 144 people (40.1%) – Certified: Satisfied with amount of work available
- 11 people (17.2%) – Non-Certified: Not enough work available
- 15 people (4.2%) – Certified: Not enough work available
- 10 people (15.6%) – Non-Certified: Depends on the season
- 43 people (12%) – Certified: Depends on the season

48. How much of your work is on-site vs video? 381 individuals answered this question



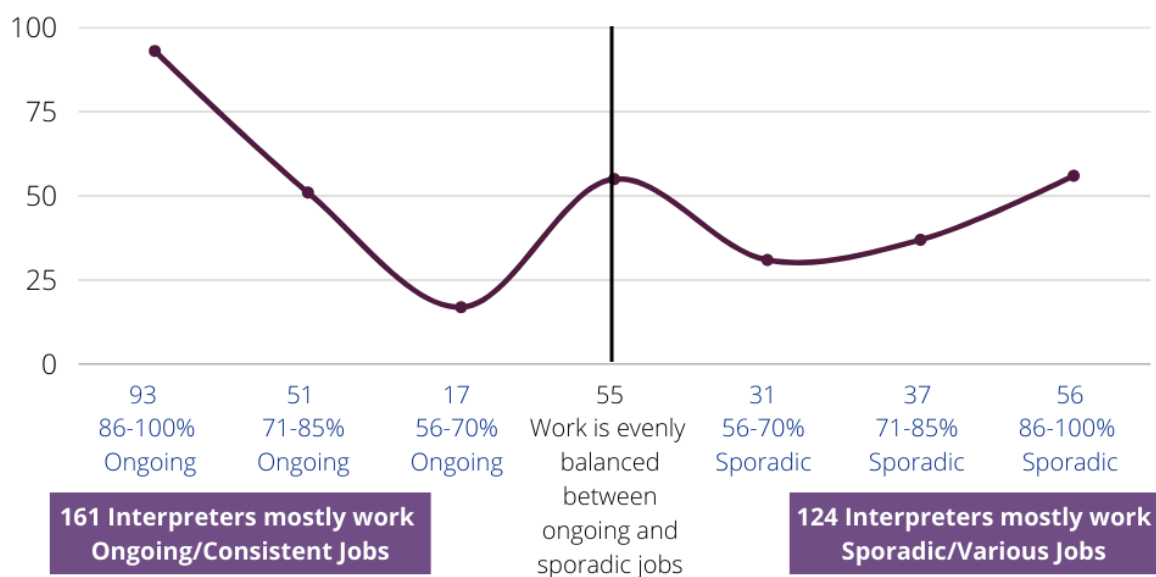
48. HOW MUCH OF YOUR WORK IS ON SITE V. VIDEO?

381 individuals answered this question

The line chart above indicates:

- 211 people (55.4%) – mostly work on-site
 - 100 people (26.2%) – work on-site 86-100% of the time
 - 79 people (20.7%) – work on-site 71-85% of the time
 - 32 people (8.4%) – work on-site 56-70% of the time
- 51 people (13.4%) – work is evenly balanced between video and on-site
- 119 people (31.2%) – mostly work through video (VRS, VRI, Over Video i.e., Zoom, etc.)
 - 14 people (3.7%) – work through video 56-70% of the time
 - 33 people (8.7%) – work through video 71-85% of the time
 - 72 people (18.9%) – work through video 86-100% of the time

49. How much of your work is ongoing v. sporadic? 340 individuals answered this question



49. HOW MUCH OF YOUR WORK IS ON ONGOING/CONSISTENT V. SPORADIC?

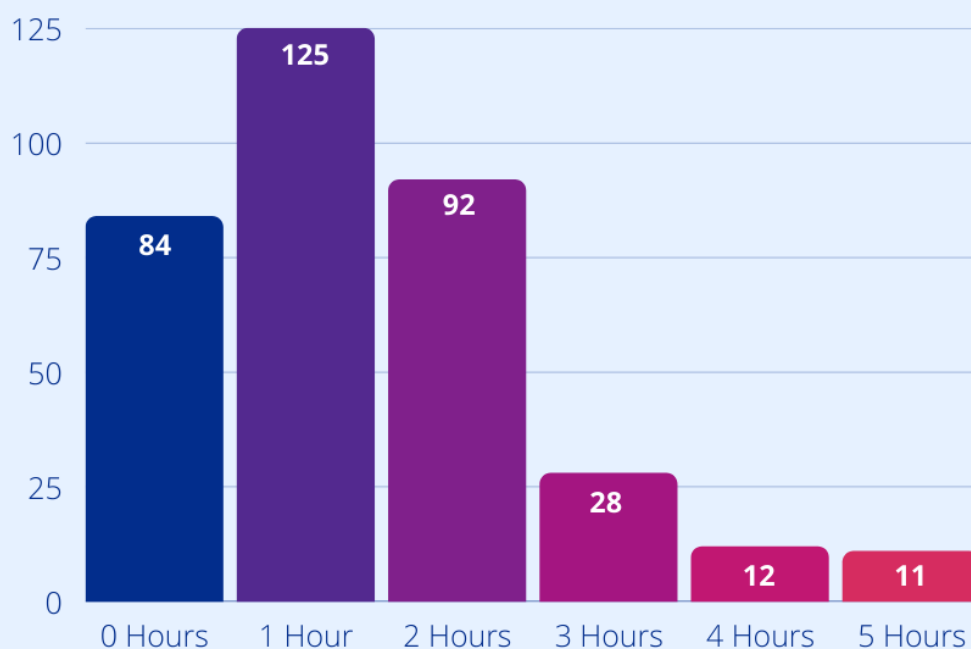
340 individuals answered this question

The line chart above indicates:

- 161 people (47.4%) – mostly work ongoing/consistent jobs
 - 93 people (27.4%) – work ongoing/consistent jobs 86-100% of the time
 - 51 people (15%) – work ongoing/consistent jobs 71-85% of the time
 - 17 people (5%) – work ongoing/consistent jobs 56-70% of the time
- 55 people (16.2%) – work is evenly balanced between ongoing and sporadic jobs
- 124 people (36.5%) – mostly work sporadic/variety jobs
 - 31 people (9.1%) – work sporadic/variety jobs 56-70% of the time
 - 37 people (10.9%) – work sporadic/variety jobs 71-85% of the time
 - 56 people (16.5%) – work sporadic/variety jobs 86-100% of the time

50. How much total time do you spend commuting for interpreting work?

352 individuals answered this question



50. HOW TOTAL TIME DO YOU SPEND COMMUTING FOR INTERPRETING WORK?

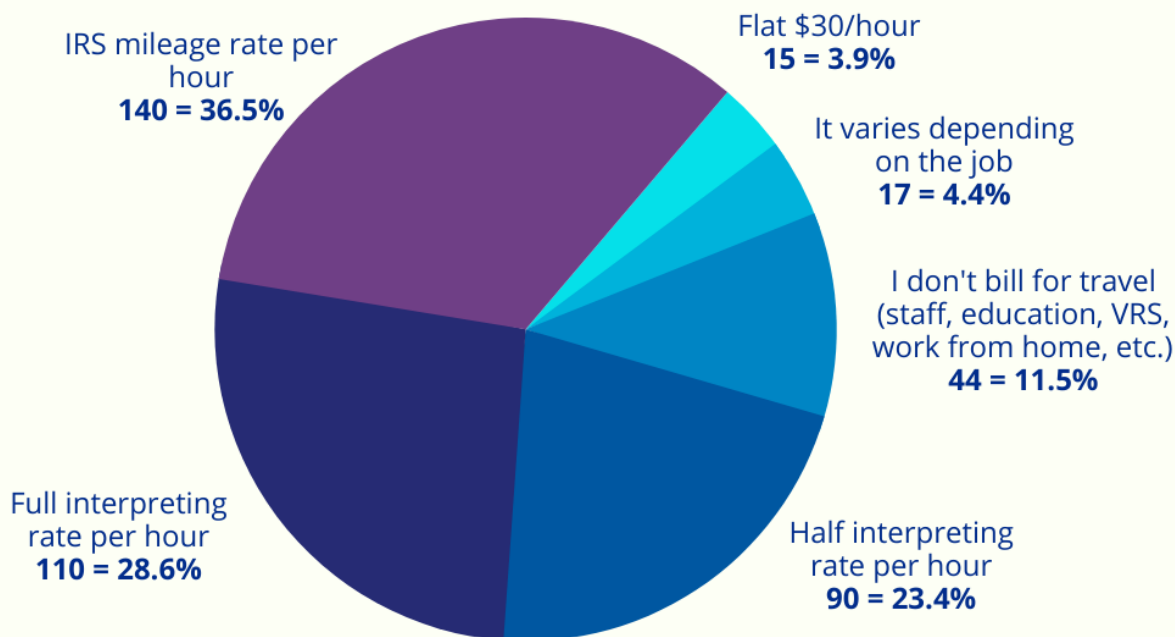
352 individuals answered this question

The bar graph above indicates:

- 84 people (23.9%) – 0 hours
- 125 people (35.5%) – 1 hour
- 92 people (26.1%) – 2 hours
- 28 people (8.0%) – 3 hours
- 12 people (3.4%) – 4 hours
- 11 people (3.1%) – 5 hours

51. When you bill for travel, what rate do you typically charge? (Check all that apply)

384 individuals answered this question



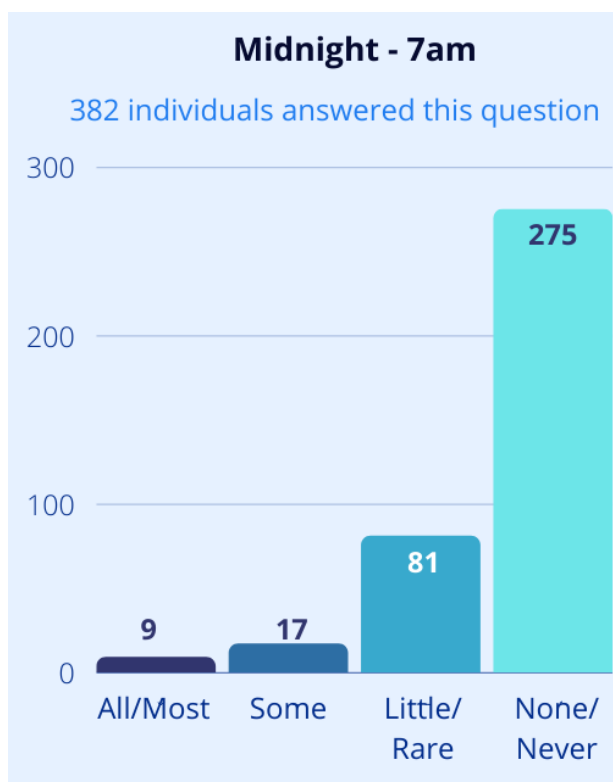
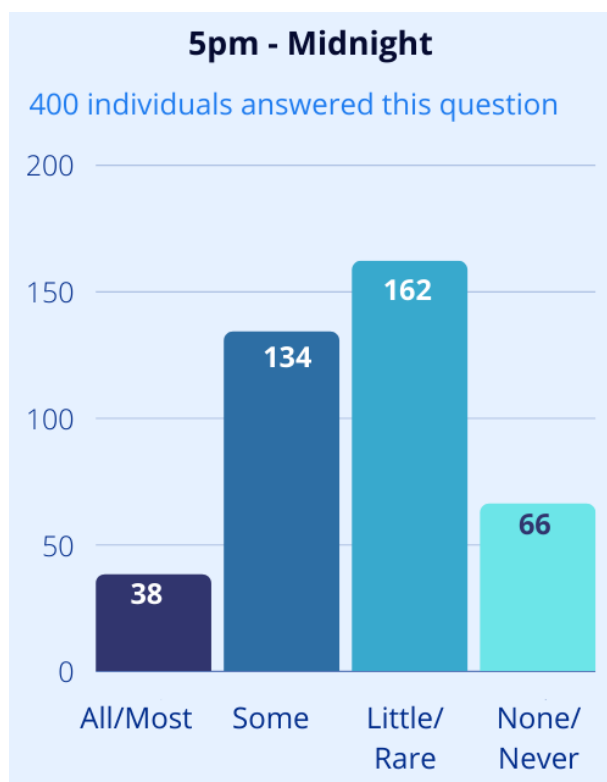
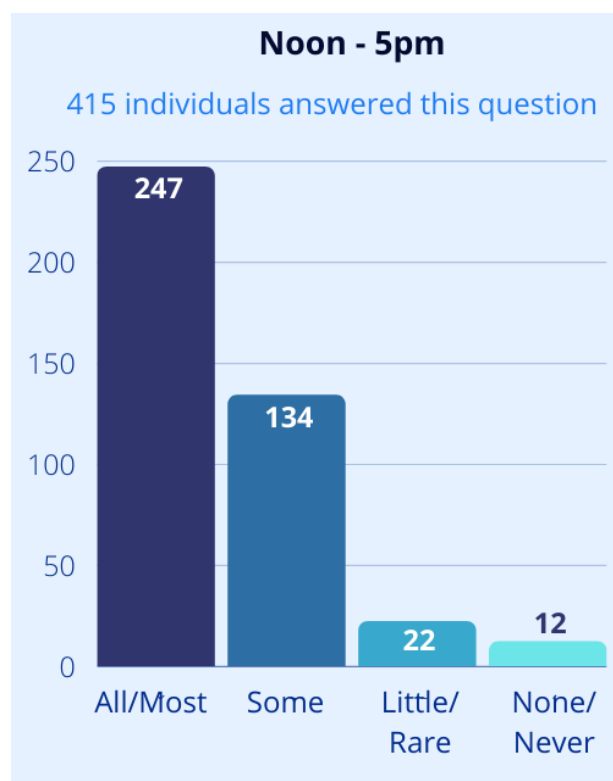
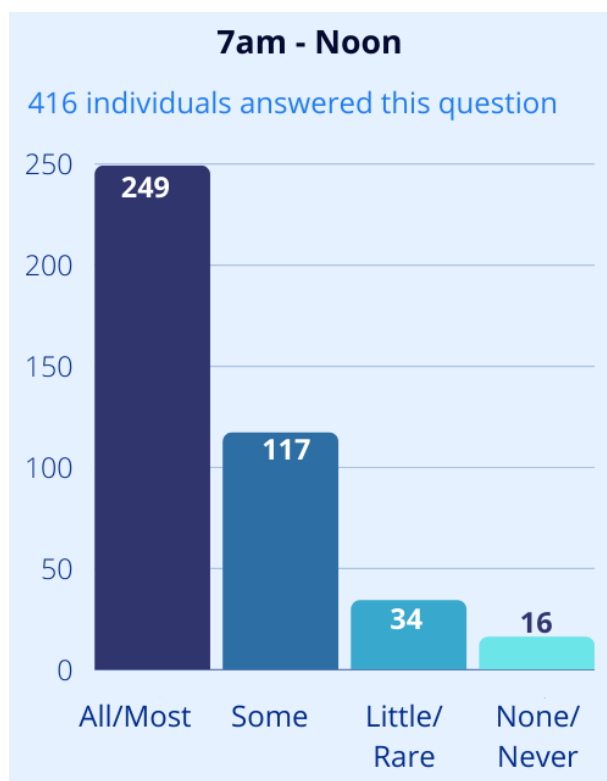
51. WHEN YOU BILL FOR TRAVEL, WHAT RATE DO YOU TYPICALLY CHARGE? (CHECK ALL THAT APPLY)

384 individuals answered this question

The pie chart above indicates:

- 15 people (3.9%) – Flat \$30/hour
- 17 people (4.4%) – It varies depending on the job
- 44 people (11.5%) – I don't bill for travel (staff, education, VRS, work from home, etc.)
- 90 people (23.4%) – Half interpreting rate per hour
- 110 people (28.6%) – Full interpreting rate per hour
- 140 people (36.5%) – IRS mileage rate per hour

52. How often do you work during...



52. HOW OFTEN DO YOU WORK DURING... TIME OF DAY/NIGHT

The bar charts above indicate:

7am - Noon

416 individuals responded

249 people (59.9%) – All/Most

16 people (3.8%) – None/Never

117 people (28.1%) – Some

34 people (8.2%) – Little/Rare

400 people (96.2%) indicated they work during at this time of day

Noon - 5pm

415 individuals responded

247 people (59.5%) – All/Most

12 people (2.9%) – None/Never

134 people (32.3%) – Some

22 people (5.3%) – Little/Rare

403 people (97.1%) indicated they work during this time of day

5pm - Midnight

400 individuals responded

38 people (9.5%) – All/Most

66 people (16.5%) – None/Never

134 people (33.5%) – Some

162 people (40.5%) – Little/Rare

334 people (83.5%) indicated they work during this time of day

Midnight - 7am

382 individuals responded

9 people (2.4%) – All/Most

275 people (72%) – None/Never

17 people (4.5%) – Some

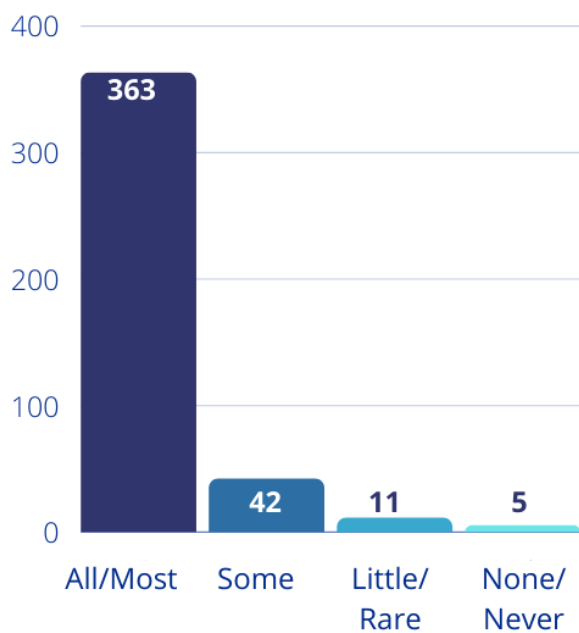
81 people (21.2%) – Little/Rare

107 people (28%) indicated they work during this time of day

53. How often do you work during...

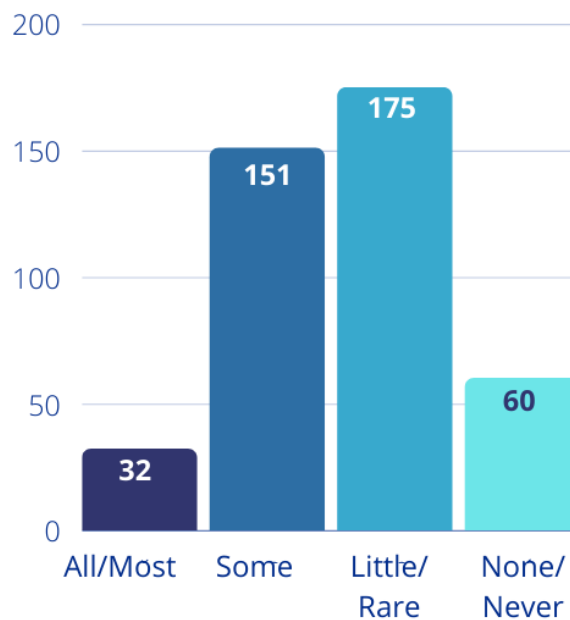
Weekdays

421 individuals answered this question



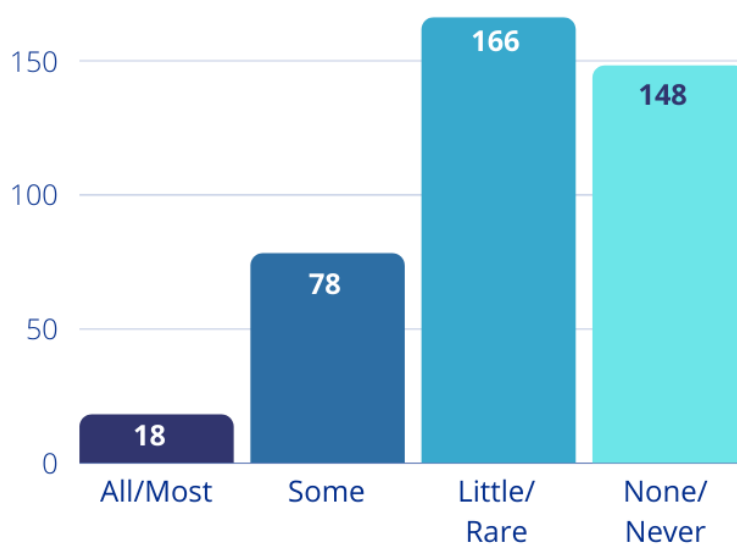
Weekends

418 individuals answered this question



Holidays

410 individuals answered this question



53. HOW OFTEN DO YOU WORK DURING... WEEKDAYS, WEEKENDS, HOLIDAYS

The bar charts above indicate:

Weekdays

363 people (86.2%) – All/Most

42 people (10%) – Some

11 people (2.6%) – Little/Rare

416 people (98.8%) indicated they work during these days

421 individuals responded

5 people (1.2%) – None/Never

Weekends

32 people (7.7%) – All/Most

151 people (36.1%) – Some

175 people (41.9%) – Little/Rare

358 people (85.6%) indicated they work during these days

418 individuals responded

60 people (14.4%) – None/Never

Holidays

18 people (4.4%) – All/Most

78 people (19%) – Some

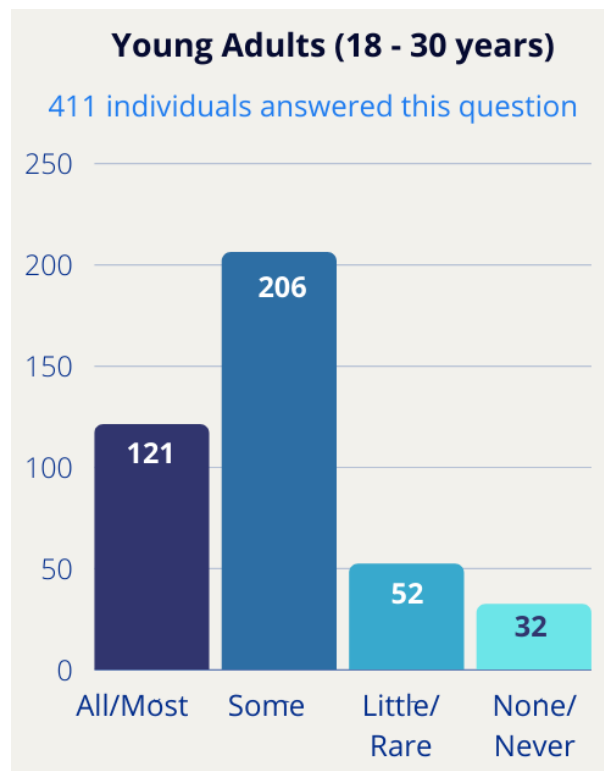
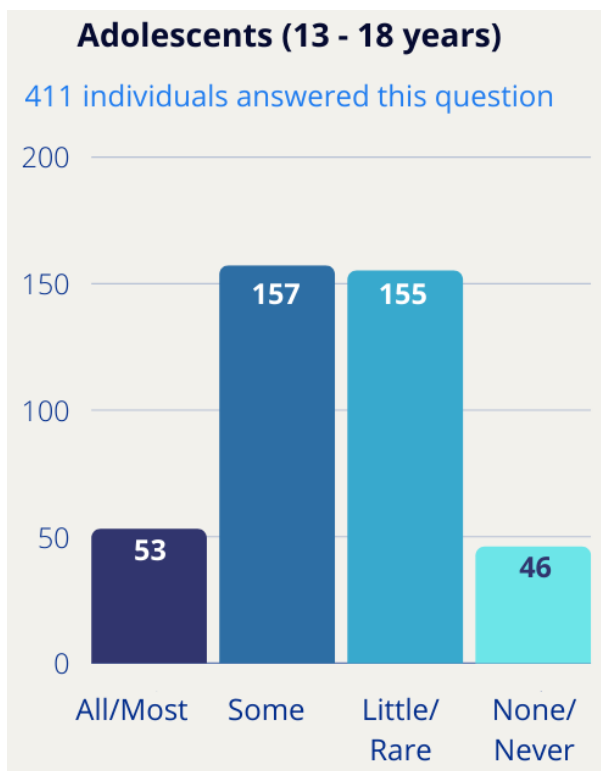
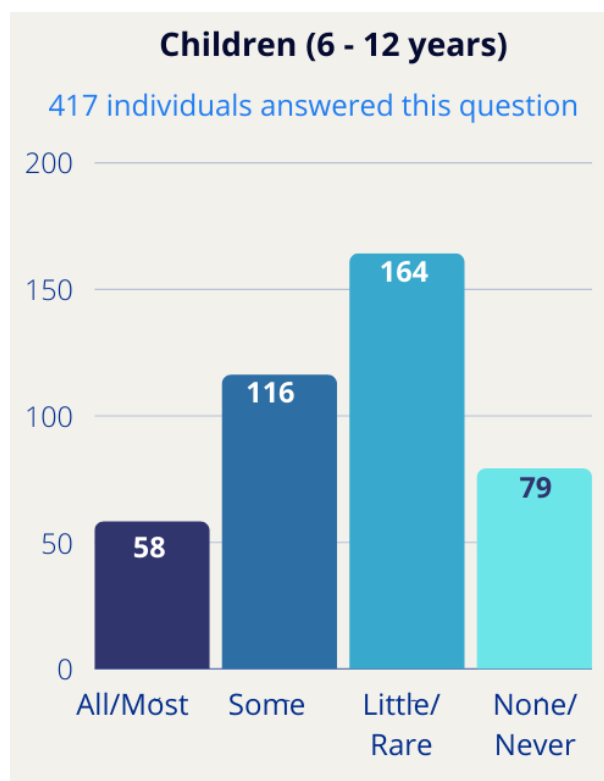
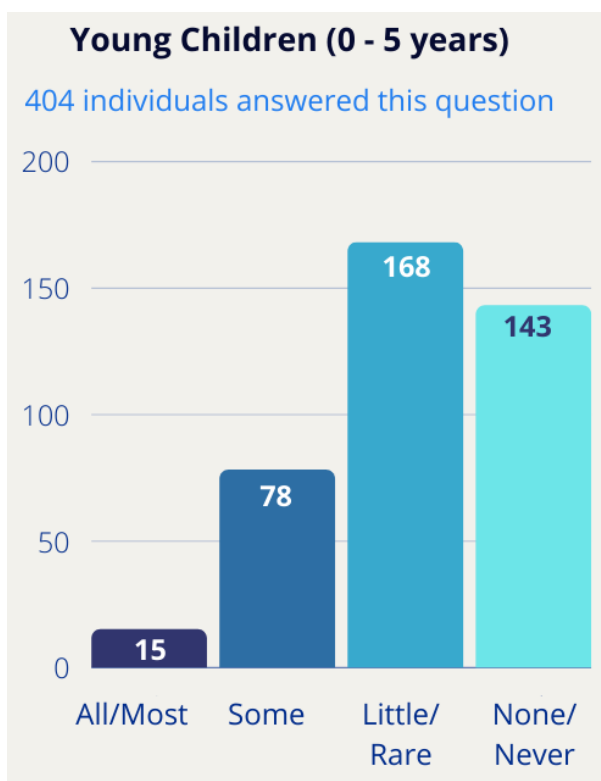
78 people (40.5%) – Little/Rare

262 people (63.9%) indicated they work during these days

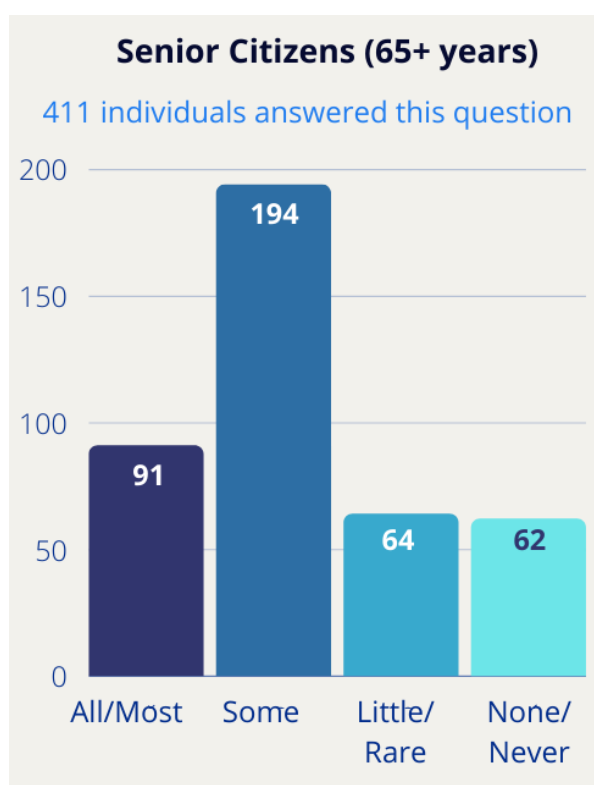
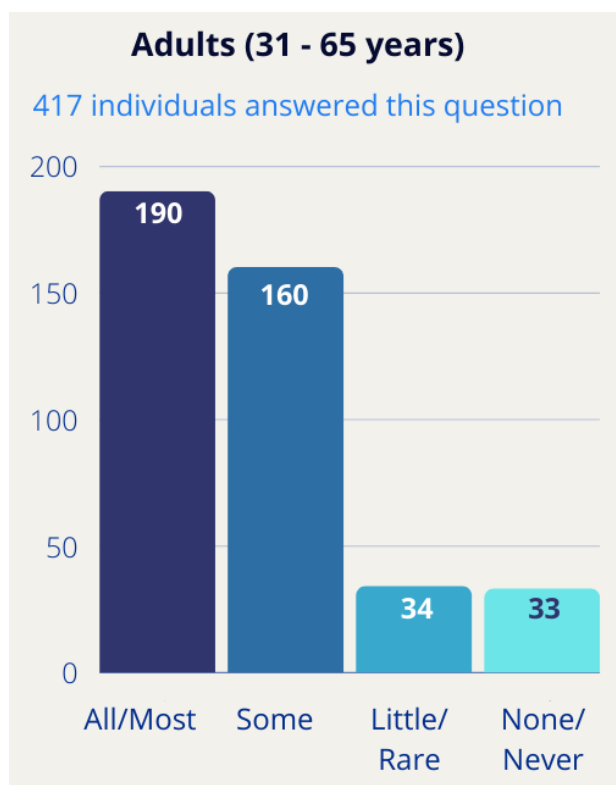
410 individuals responded

148 people (36.1%) – None/Never

54. How often do you work with these ages?



54. How often do you work with these ages?



54. HOW OFTEN DO YOU WORK WITH THESE AGES?

The bar charts above indicate:

Young Children (0-5 years)

15 people (3.7%) – All/Most

78 people (19.3%) – Some

168 people (41.6%) – Little/Rare

261 people (64.6%) indicated they work with these ages

404 individuals responded

143 people (3.8%) – None/Never

Children (6-12 years)

58 people (13.9%) – All/Most

116 people (27.8%) – Some

164 people (39.3%) – Little/Rare

338 people (81.1%) indicated they work with these ages

417 individuals responded

79 people (18.9%) – None/Never

Adolescents (13-18 years)

53 people (12.9%) – All/Most

157 people (38.2%) – Some

155 people (37.7%) – Little/Rare

365 people (88.8%) indicated they work with these ages

411 individuals responded

46 people (11.2%) – None/Never

Young Adults (18-30 years)

121 people (29.4%) – All/Most

206 people (50.1%) – Some

52 people (12.7%) – Little/Rare

379 people (92.2%) indicated they work with these ages

411 individuals responded

32 people (7.8%) – None/Never

Adults (31-65 years)

190 people (45.6%) – All/Most

160 people (38.4%) – Some

34 people (8.2%) – Little/Rare

384 people (92.1%) indicated they work with these ages

417 individuals responded

33 people (7.9%) – None/Never

Senior Citizens 65+ years)

91 people (22.1%) – All/Most

194 people (47.2%) – Some

64 people (15.6%) – Little/Rare

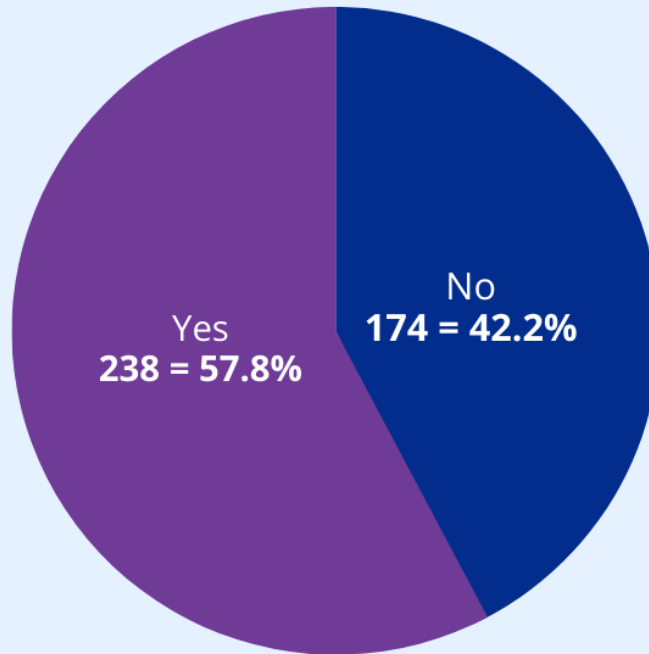
349 people (84.9%) indicated they work with these ages

411 individuals responded

62 people (15.1%) – None/Never

55. Do you have professional liability insurance?

412 individuals answered this question



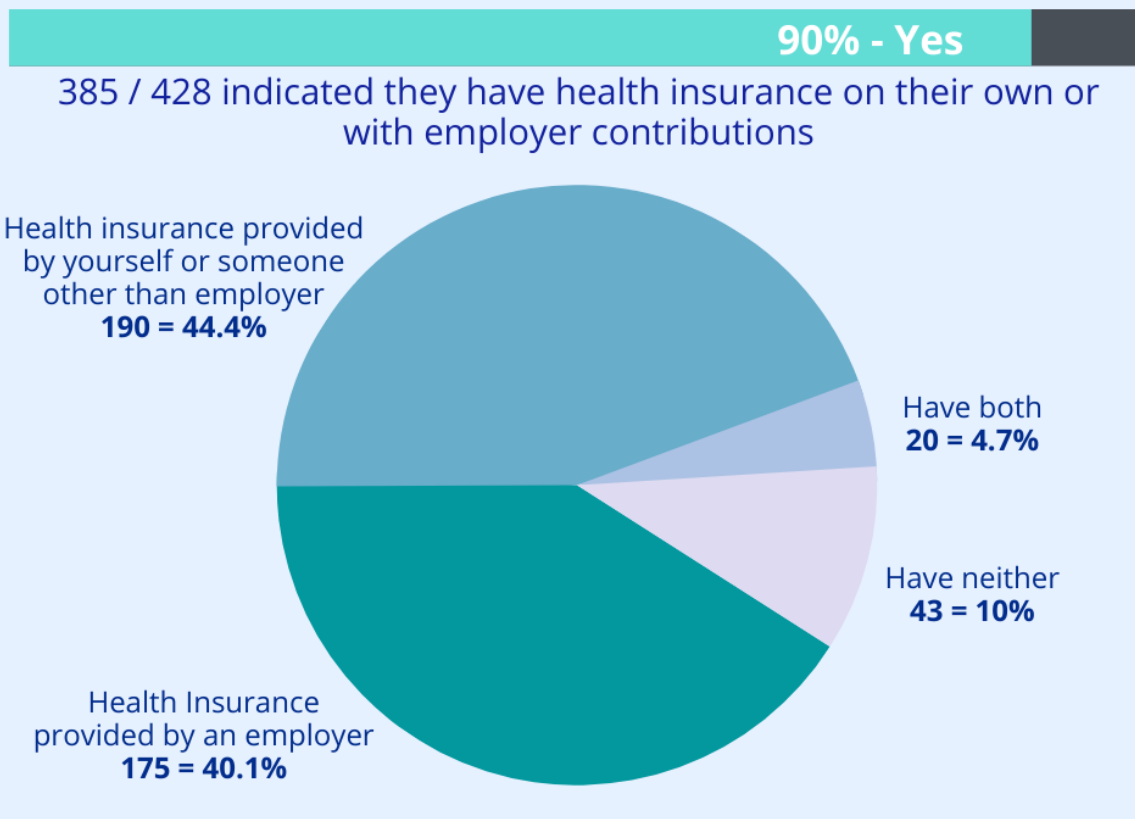
55. DO YOU HAVE PROFESSIONAL LIABILITY INSURANCE?

412 individuals answered this question

The pie chart above indicates:

- 238 people (57.5%) – Yes
- 174 people (42.2%) – No

56. Do you have health insurance?



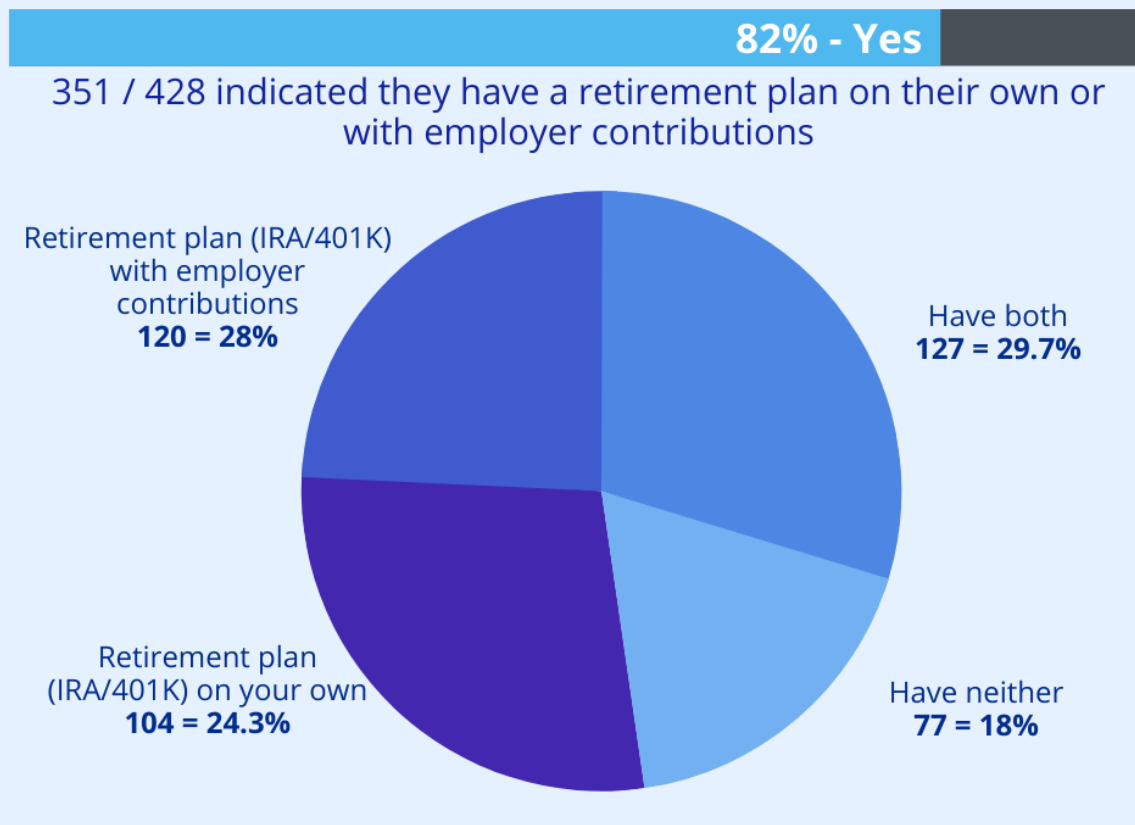
56. DO YOU HAVE HEALTH INSURANCE?

385 of 428 (90%) Indicated they have health insurance on their own or with employer contributions

The pie chart above indicates:

- 190 people (44.4%) – Health insurance provided by yourself or someone other than employer
- 175 people (40.1%) – Health insurance provided by an employer
- 20 people (4.7%) – Have both
- 43 people (10%) – Have neither

57. Do you have retirement?



57. DO YOU HAVE RETIREMENT?

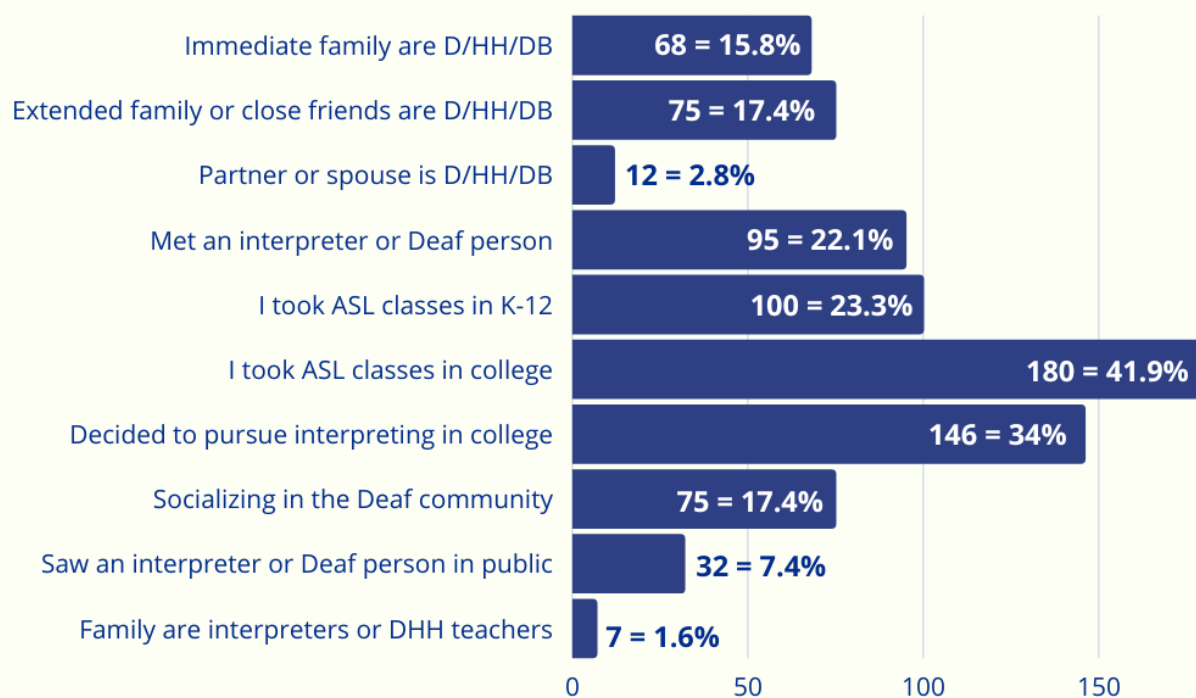
351 of 428 (82%) Indicated they have a retirement plan on their own or with employer contributions

The pie chart above indicates:

- 120 people (28%) – Retirement plan (IRA/401K) with employer contributions
- 104 people (24.3%) – Retirement plan (IRA/401K) on your own
- 127 people (29.7%) – Have both
- 77 people (18%) – Have neither

58. How did you get into the field of interpreting? (check all that apply)

430 individuals answered this question



58. HOW DID YOU GET INTO THE FIELD OF INTERPRETING?

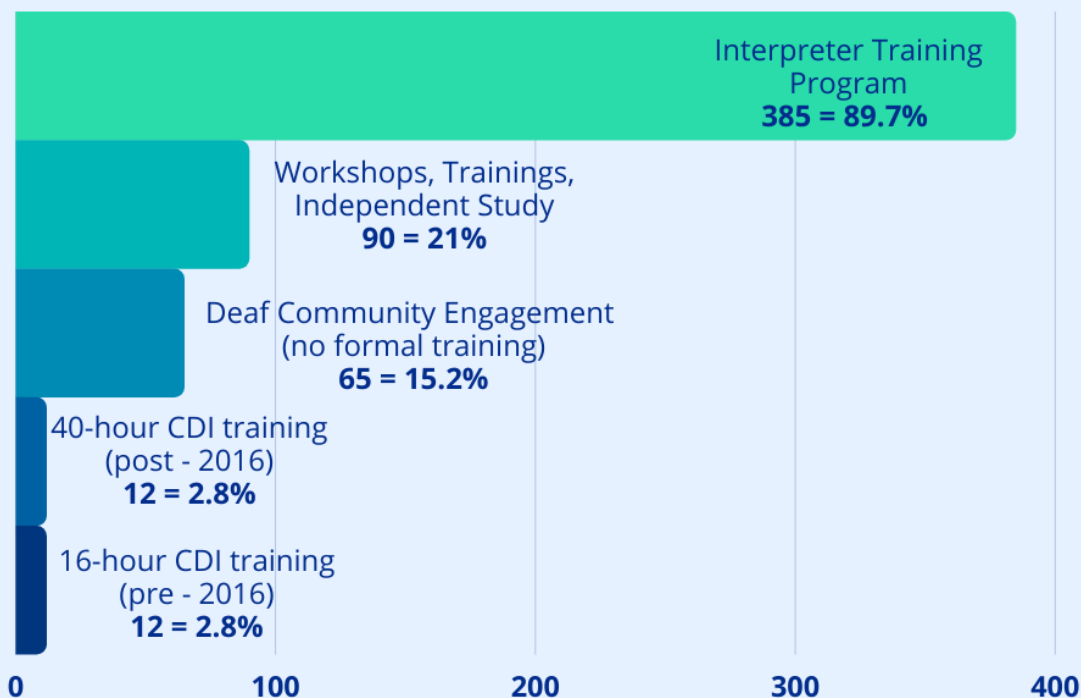
430 individuals answered this question

The bar graph above indicates:

- 68 people (15.8%) – Immediate family are D/HH/DB
- 75 people (17.4%) – Extended family or close friends are D/HH/DB
- 12 people (2.8%) – Partner or spouse is D/HH/DB
- 95 people (22.1%) – Met an interpreter or Deaf person
- 100 people (23.3%) – I took ASL classes in K-12
- 180 people (41.9%) – I took ASL classes in college
- 146 people (34%) – Decided to pursue interpreting in college
- 75 people (17.4%) – Socializing in the Deaf community
- 32 people (7.4%) – Saw an interpreter or Deaf person in public
- 7 people (1.6%) – Family are interpreters or DHH teachers

59. How did you receive training to become an interpreter? (check all that apply)

429 individuals answered this question



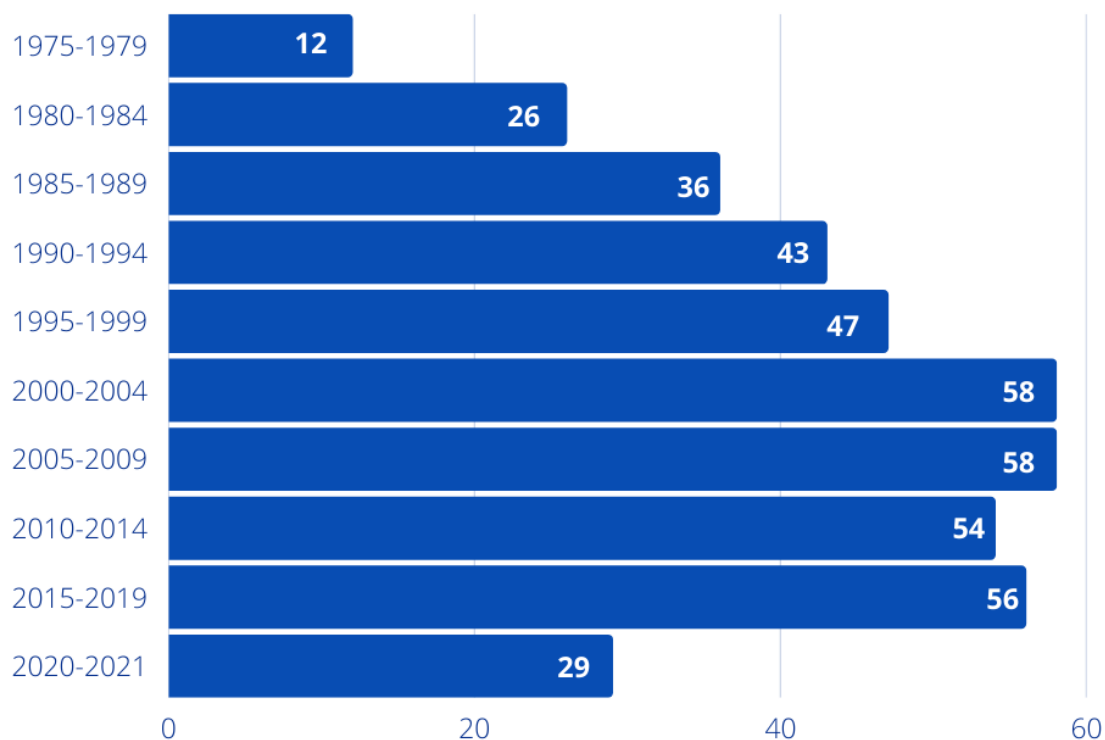
59. HOW DID YOU RECEIVE TRAINING TO BECOME AN INTERPRETER? (Check all that apply)

429 individuals answered this question

The donut chart above indicates:

- 385 people (89.7%) – Interpreter Training Program
- 90 people (21%) – Workshops, Trainings, Independent Study
- 65 people (15.2%) – Deaf Community Engagement (no formal training)
- 12 people (2.8%) – 40-hour CDI training (Post – 2016)
- 12 people (2.8%) – 16-hour CDI Training (pre-2016)

60. What year did you begin interpreting for pay? 419 individuals answered this question



60. WHAT YEAR DID YOU BEGIN INTERPRETING FOR PAY?

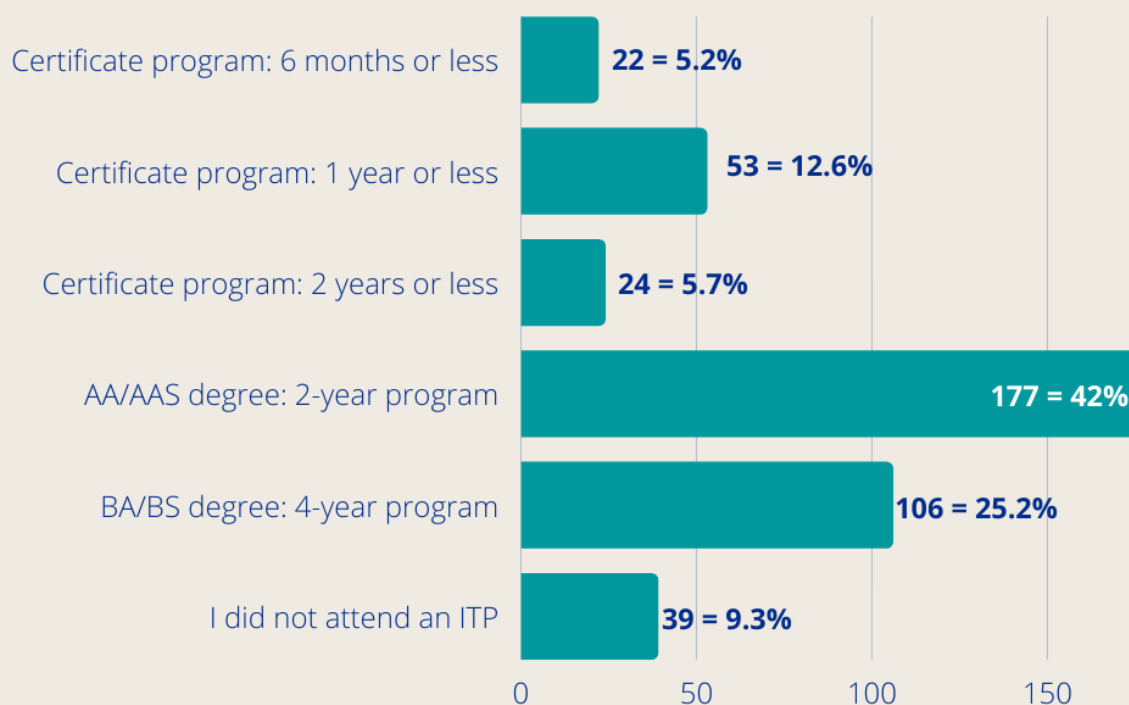
419 individuals answered this question

The bar graph above indicates:

- 12 people – 1975-1979
- 26 people – 1980-1984
- 36 people – 1985-1989
- 43 people – 1990-1994
- 47 people – 1995-1999
- 58 people – 2000-2004
- 58 people – 2005-2009
- 54 people – 2010-2014
- 56 people – 2015-2019
- 29 people – 2020-2021

61. If you attended an ITP, how long was your program?

421 individuals answered this question



61. IF YOU ATTENDED AN ITP, HOW LONG WAS YOUR PROGRAM?

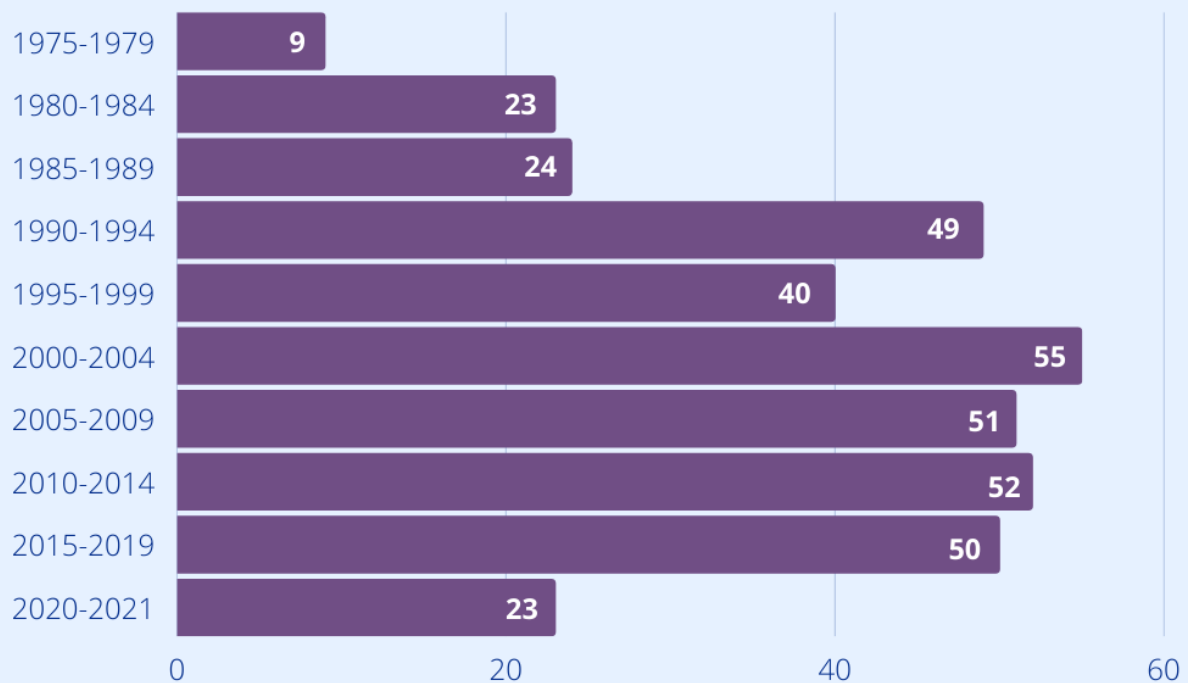
421 individuals answered this question

The bar graph above indicates:

- 22 people (5.2%) – Certificate program: 6 months or less
- 53 people (12.6%) – Certificate program: 1 year or less
- 24 people (5.7%) – Certificate program: 2 years or less
- 177 people (42%) – AA/AAS degree: 2-year program
- 106 people (25.2%) – BA/BS degree: 4-year program
- 39 people (9.3%) – I did not attend an ITP

62. What year did you graduate or complete your interpreter training program?

376 individuals answered this question



62. WHAT YEAR DID YOU GRADUATE OR COMPLETE YOUR INTERPRETER TRAINING PROGRAM?

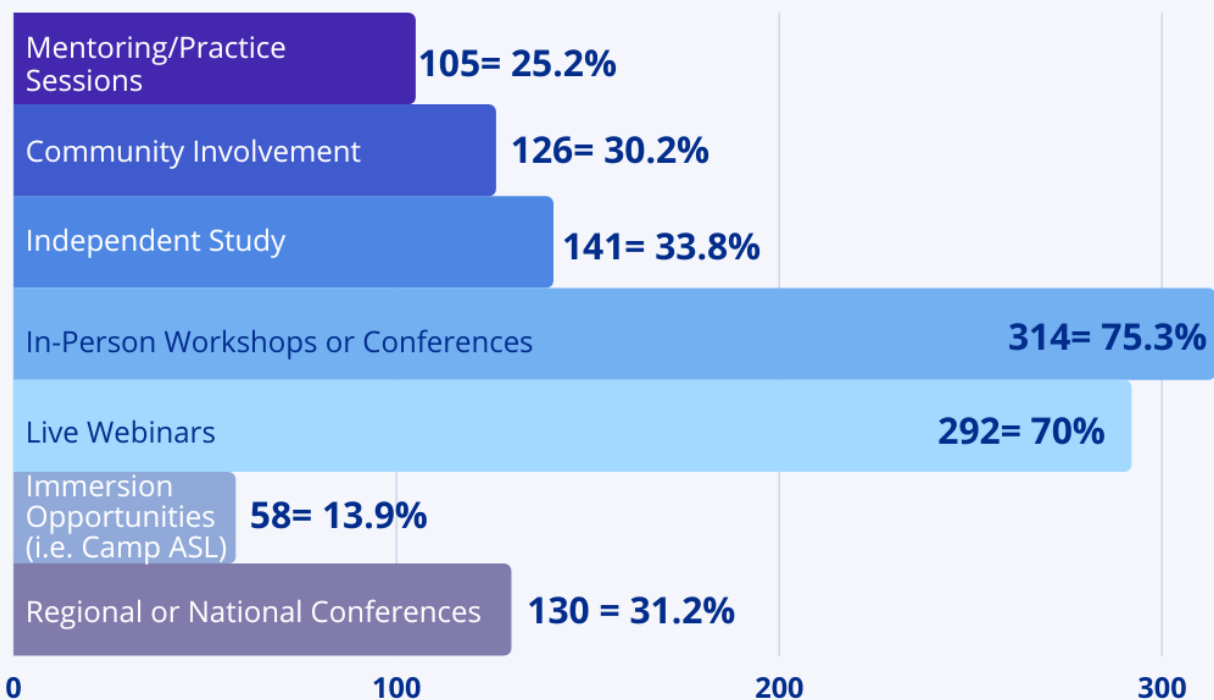
376 individuals answered this question

The bar graph above indicates:

- 9 people – 1975-1979
- 23 people – 1980-1984
- 24 people – 1985-1989
- 49 people – 1990-1994
- 40 people – 1995-1999
- 55 people – 2000-2004
- 51 people – 2005-2009
- 52 people – 2010-2014
- 50 people – 2015-2019
- 23 people – 2020-2021

63. Your professional development most commonly consists of? (Choose 3)

417 individuals answered this question



63. YOUR PROFESSIONAL DEVELOPMENT MOST COMMONLY CONSISTS OF? (Choose 3)

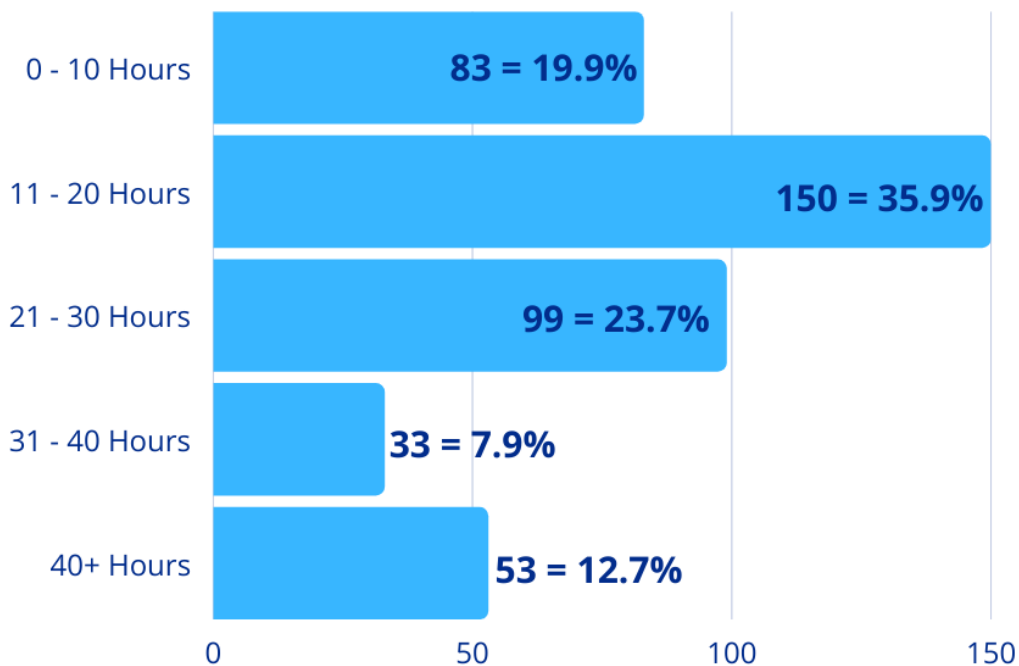
417 individuals answered this question

The pie chart above indicates:

- 105 people (25.2%) – Mentoring/practice sessions
- 126 people (30.2%) – Community involvement
- 141 people (33.8%) – Independent study
- 314 people (75.3%) – In-Person workshops or conferences
- 292 people (70%) – Live webinars
- 58 people (13.9%) – Immersion opportunities (i.e., Camp ASL)
- 130 people (31.2%) – Regional or National conferences

64. How many hours of professional development do you do per year?

418 individuals answered this question



64. HOW MANY HOURS OF PROFESSIONAL DEVELOPMENT DO YOU DO PER YEAR?

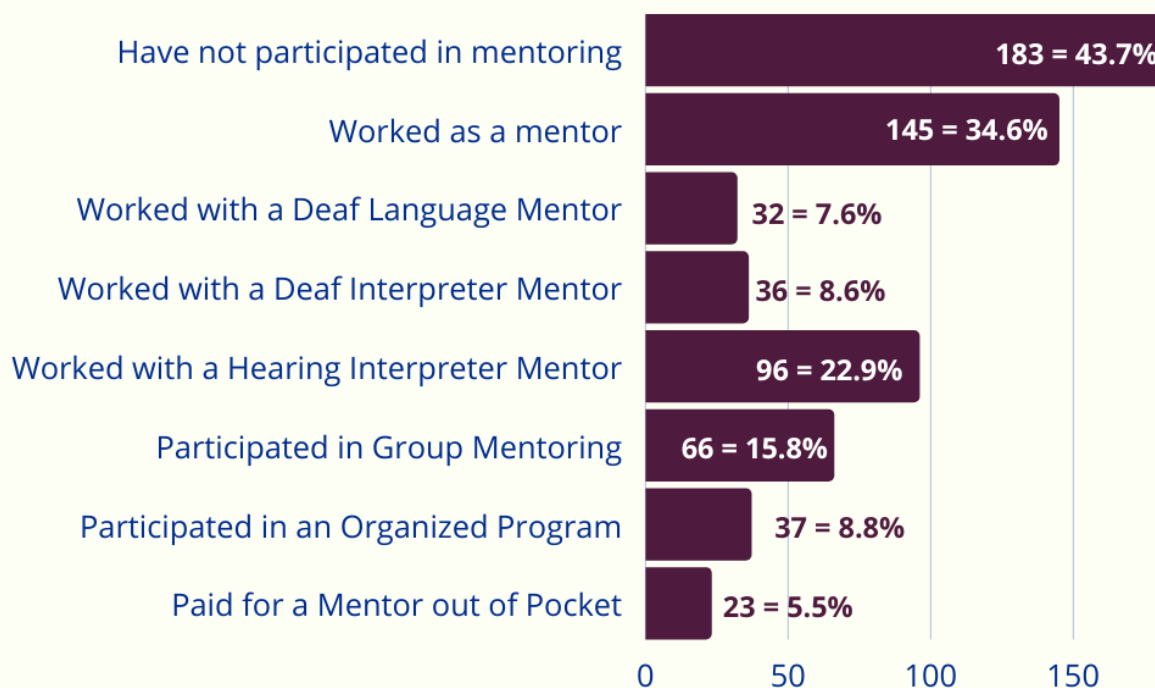
418 individuals answered this question

The bar graph above indicates:

- 83 people (19.9%) – 0-10 hours
- 150 people (35.9%) – 11-20 hours
- 99 people (23.7%) – 21-30 hours
- 33 people (7.9%) – 31-40 hours
- 53 people (12.7%) – 40+ hours

65. Within the last two years, what has been your mentoring experience? (check all that apply)

419 individuals answered this question



65. WITHIN THE LAST TWO YEARS, WHAT HAS BEEN YOUR MENTORING EXPERIENCE?

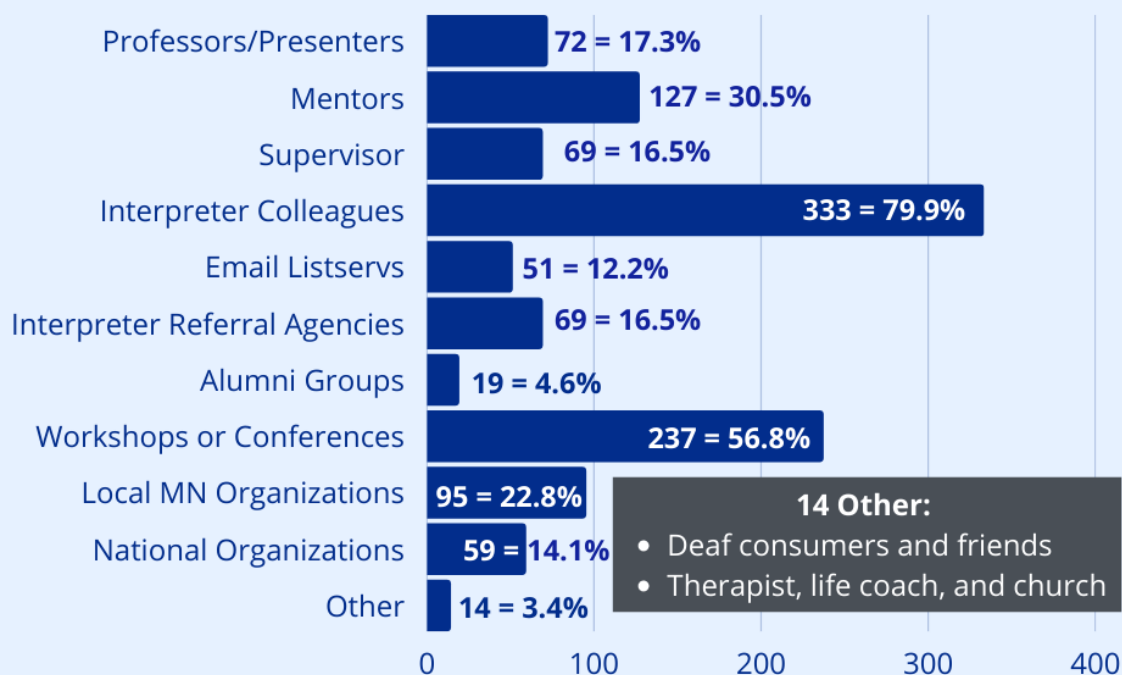
(Check all that apply)

419 individuals answered this question

The bar graph above indicates:

- 183 people (43.7%) – Have not participated in mentoring
- 145 people (34.6%) – Worked as a mentor
- 32 people (7.6%) – Worked as a Deaf language mentor
- 36 people (8.6%) – Worked with a Deaf interpreter mentor
- 96 people (22.9%) – Worked with a hearing interpreter mentor
- 66 people (15.8%) – Participated in group mentoring
- 37 people (8.8%) – Participated in an organized program
- 23 people (5.5%) – Paid for a mentor out of pocket

66. Where are the top 3 places you go to seek out professional support and involvement? 417 individuals answered this question



66. WHERE ARE THE TOP THREE PLACES YOU GO TO SEEK OUT PROFESSIONAL SUPPORT AND INVOLVEMENT? (select top 3)

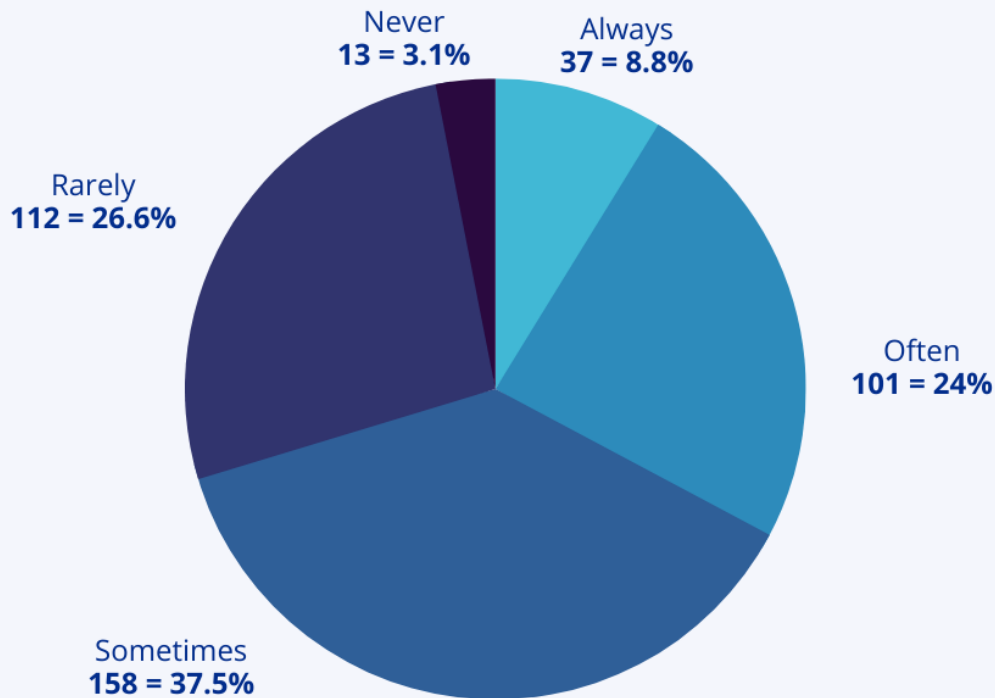
419 individuals answered this question

The bar graph above indicates:

- 72 people (17.3%) – Professors/Presenters
- 127 people (30.5%) – Mentors
- 69 people (16.5%) – Supervisor
- 333 people (79.9%) – Interpreter Colleagues
- 51 people (12.2%) – Email Listservs
- 69 people (16.5%) – Interpreter Referral Agencies
- 19 people (4.6%) – Alumni Groups
- 237 people (56.8%) – Workshops or conferences
- 95 people (22.8%) – Local MN organizations
- 59 people (14.1%) – National Organizations
- 14 people (3.4%) – Other: Deaf Consumers, colleagues, friends, church, life coach, professional counselor

67. Outside of your (paid) work as an interpreter, how much time do you use ASL?

421 individuals answered this question



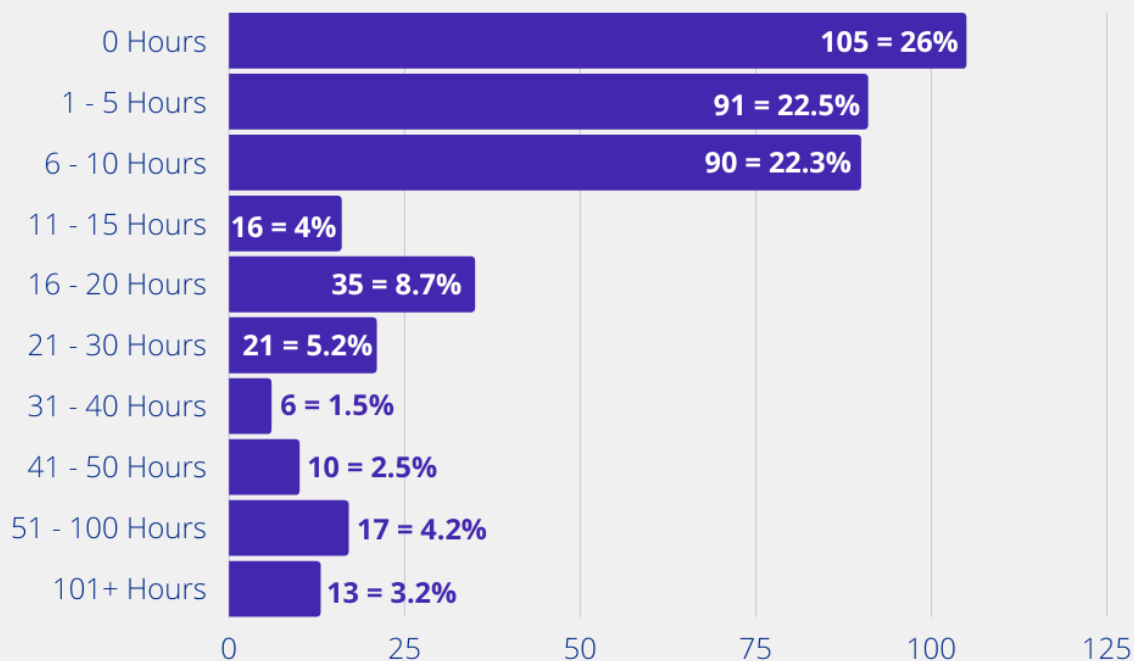
67. OUTSIDE OF YOUR (PAID) WORK AS AN INTERPRETER, HOW MUCH TIME DO YOU USE ASL?

421 individuals answered this question

The bar graph above indicates:

- 37 people (8.8%) – Always
- 101 people (24%) – Often
- 158 people (37.5%) – Sometimes
- 112 people (26.6%) – Rarely
- 13 people (3.1%) – Never

68. On average, how many volunteer/pro-bono interpreting hours do you do per year? 404 individuals answered this question



68. ON AVERAGE, HOW MANY VOLUNTEER/PRO-BONO INTERPRETING HOURS DO YOU DO PER YEAR?

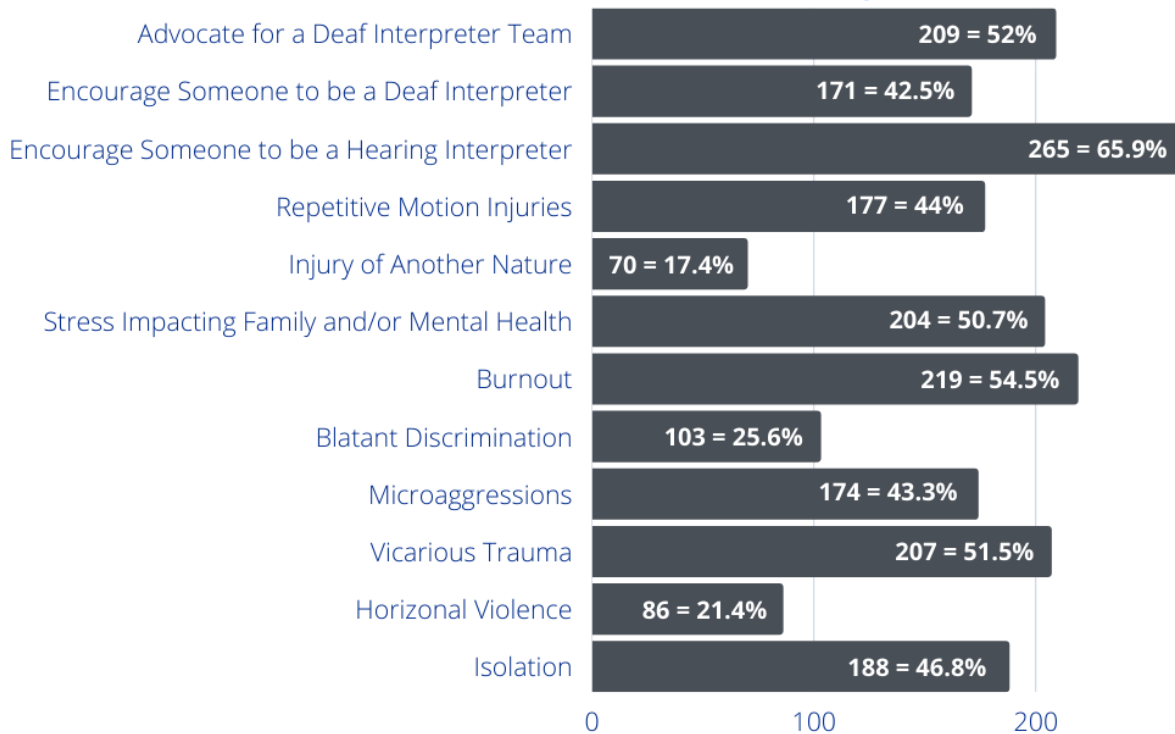
404 individuals answered this question

The bar graph above indicates:

- 105 people (26%) – 0 hours
- 91 people (22.5%) – 1-5 hours
- 90 people (22.3%) – 6-10 hours
- 16 people (4%) – 11-15 hours
- 35 people (8.7%) – 16-20 hours
- 21 people (5.2%) – 21-30 hours
- 6 people (1.5%) – 31-40 hours
- 10 people (2.5%) – 41-50 hours
- 17 people (4.2%) – 51-100 hours
- 13 people (3.2%) – 101+ hours

69. Have you experienced any of the following? Check all that apply

402 individuals answered this question



69. HAVE YOU EXPERIENCED ANY OF THE FOLLOWING? (Check all that apply)

402 individuals answered this question

The bar graph above indicates percent of the total 402 people for each:

- 209 people (52 %) – Advocating for a Deaf Interpreter team
- 171 people (42.5%) – Encouraged someone to become a Deaf interpreter
- 265 people (65.9%) – Encouraged someone to become a hearing interpreter
- 177 people (44%) – Repetitive Motion Injuries
- 70 people (17.4%) – Injury of another nature from interpreting assignments
- 204 people (50.7%) – Stress impacting family or personal mental health
- 219 people (54.5%) – Burnout from interpreting
- 103 people (25.6%) – Blatant discrimination while interpreting
- 174 people (43.3%) – Microaggressions while interpreting
- 207 people (51.5%) – Vicarious Trauma from interpreting
- 86 people (21.4%) – Horizontal Violence while interpreting
- 188 people (46.8%) – Isolation as a working interpreter

69. Continued... 21 Other comments from this section:

Body:

- Depression due to having severe arthritis and not being able to work like I used to
- Muscle pain and mental fatigue
- Ergonomics with DB persons in neck and shoulders

Emotional/mental harm:

- Abuse from clients
- Stalker, slashed tires, threats
- Interpreting for immediate Deaf family in stressful situations
- Impact on family life due to last minute interpreting ER
- compassion fatigue

Related to Money:

- Overworked to make a living in VRS
- Not being able to raise my rate to a decent rate because of all the agency's competition and price capping. We are supposed to be independent contractors who set our own rates, yet agencies set caps and won't advocate for higher pay for senior level interpreters
- Training and certification requirements outpace how much I am able to make both financially and timewise

Work Ethic

- witnessed unprofessional work ethic by co-workers (interpreters)
- Explain the role of Deaf interpreters
- Extreme frustration working with inadequate teams.
- deaf cultural confusion of working with VRS interpreter

Related to Education Admin and DHH Teachers

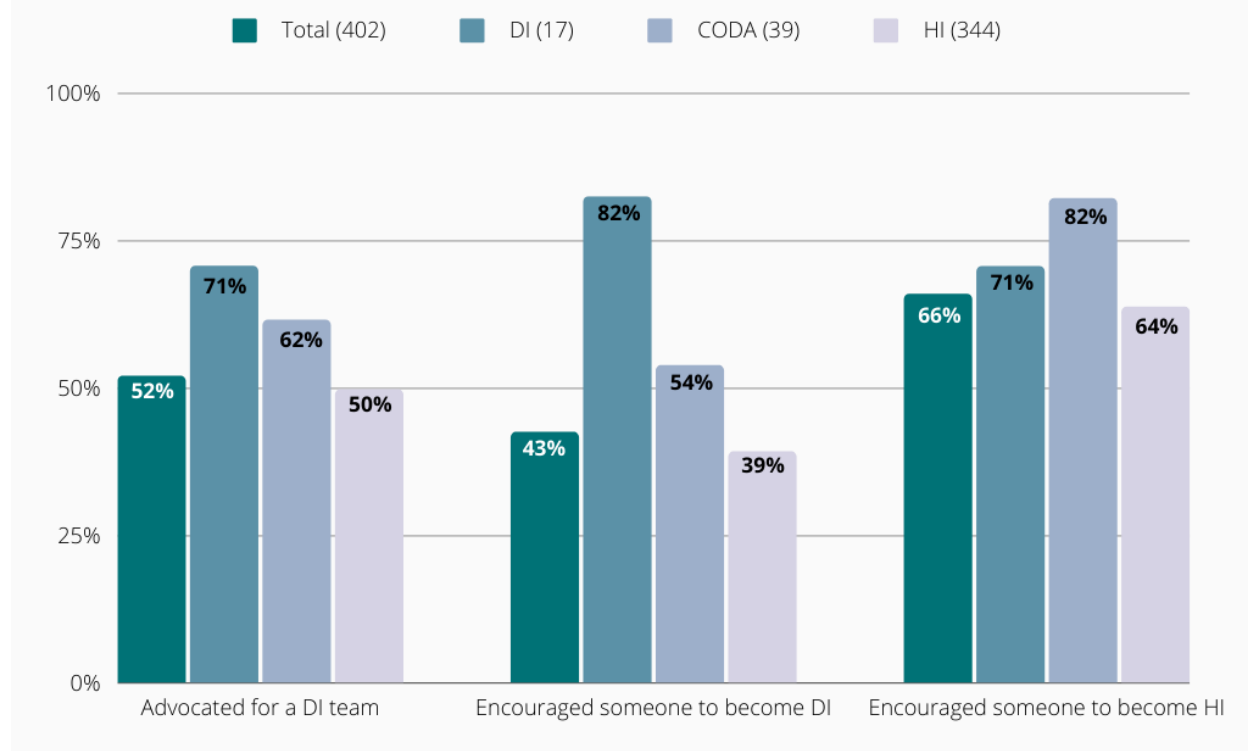
- Encouraged someone to become a DHH teacher
- For #57, lacking support from administration in the school district, but NOT from my colleagues in the school or the community.
- Horizontal violence from DHH teachers and other staff at my primary worksite

Other:

- none. I am so fried with interpreting that sadly interpreting pro-bono or just for enjoyment anymore is not an option. This career choice has completely made me burn out. I work now to pay my bills sadly and don't find joy in it anymore. I work a ton of hours and many interpreters feel the way I do. I give and give and give and volunteered for many years now I cannot anymore. When I'm not working, I don't want to sign or spend time with the deaf community at all. I'm trying daily and desperately to make a career change. I had no idea this field takes and takes and takes from interpreters, sadly I no longer enjoy my work. I used to love providing for the Deaf community. I would sadly never encourage anyone to go into this field, it's so isolating, there is no ladder to climb and VRS destroys your body, and they don't give pay increases it's so sad.
- A COMPLETELY DIFFERENT JOB
- YEP all of it!

70. Data Comparison: Encouraging growth of our field

402 individuals answered this question



70. DATA COMPARISON: ENCOURAGING GROWTH OF OUR FIELD

402 individuals answered this question

17 Deaf Interpreters (DI)

39 Children of Deaf Adults/Deaf Parented (CODA) *Note, two are also Deaf Interpreters

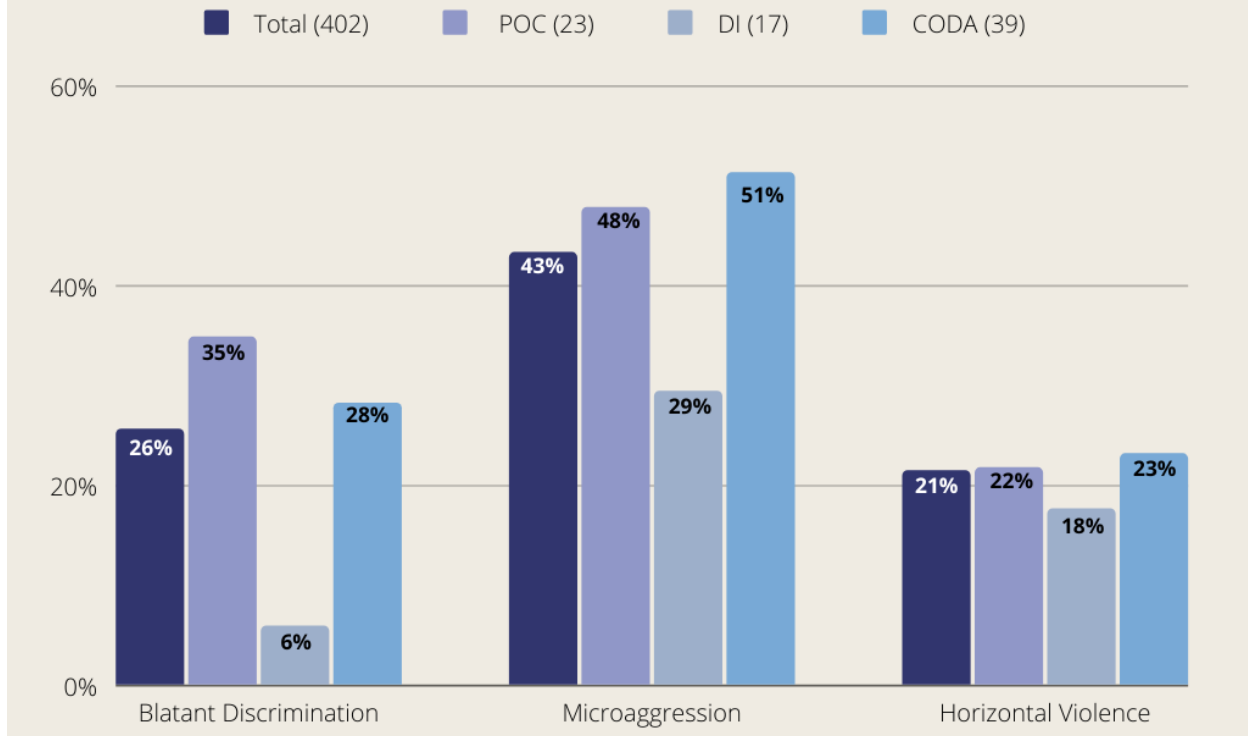
344 Hearing Interpreters (HI)

The bar graph above indicates:

- 52% Total – Have advocated for a Deaf Interpreter team
 - 71% DI
 - 62% CODA
 - 50% HI
- 43% Total – Have encouraged someone to become a Deaf interpreter
 - 82% DI
 - 54% CODA
 - 39% HI
- 66% Total – Have encouraged someone to become a hearing interpreter
 - 71% DI
 - 82% CODA
 - 64% HI

71. Data Comparison: Discrimination, Microaggression, and Horizontal Violence among POC, DI, and CODA

402 individuals answered this question



71. DATA COMPARISON: DISCRIMINATION, MICROAGGRESSION, AND HORIZONTAL VIOLENCE AMONG POC, DI, AND CODA

402 individuals answered this question

23 People of Color (POC)

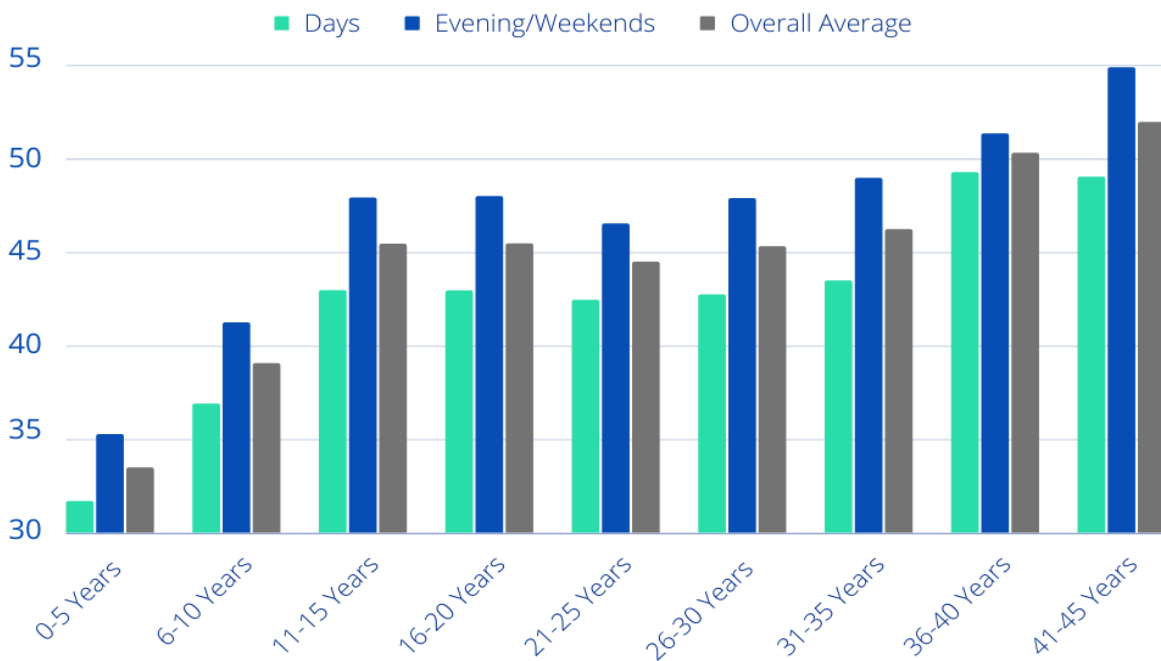
17 Deaf Interpreters (DI)

39 Children of Deaf Adults/Deaf Parented (CODA) *Note, two are also Deaf Interpreters

The bar graph above indicates:

- 26% Total – Have experienced blatant discrimination while interpreting
 - 35% POC
 - 6% DI
 - 28% CODA
- 43% Total – Have experienced microaggression while interpreting
 - 48% POC
 - 29% DI
 - 51% CODA
- 21% Total – Have experienced horizontal violence while interpreting
 - 22% POC
 - 18% DI
 - 23% CODA

72. Data Comparison: Years of Experience and Average Rate for Days and Evening/Weekends

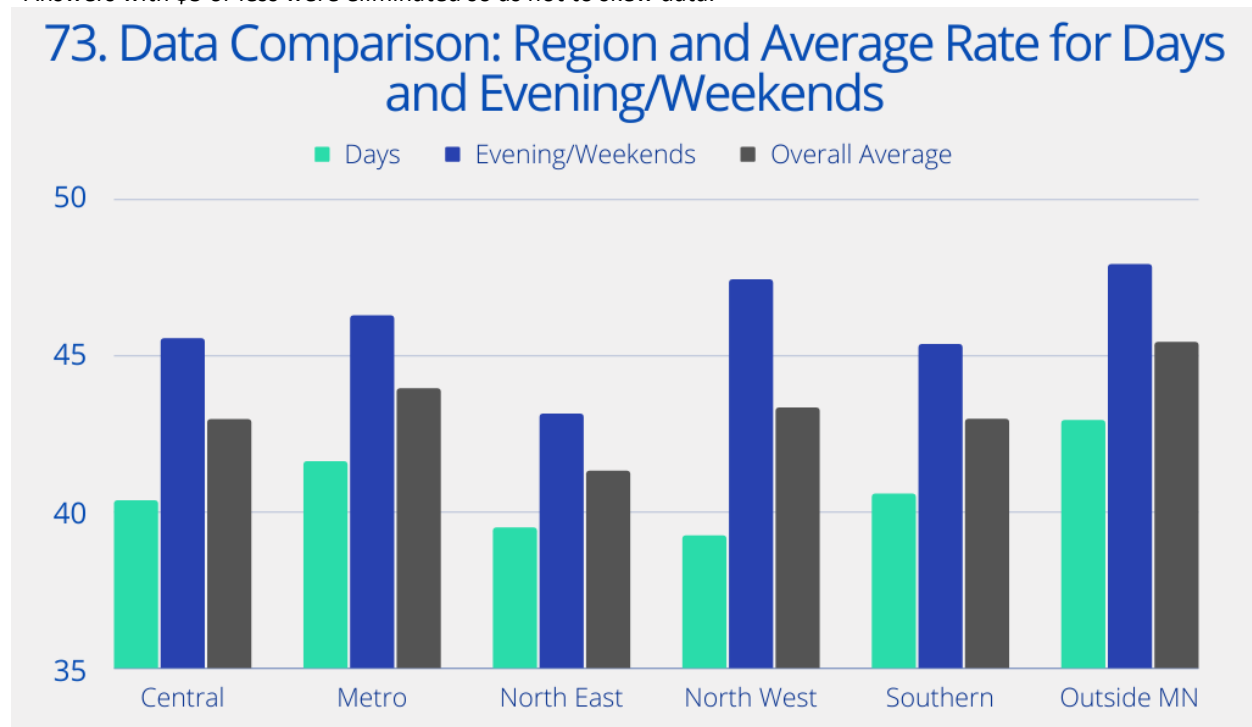


72. DATA COMPARISON, YEARS OF EXPERIENCE AND RATE FOR DAYS AND EVENINGS/WEEKENDS

The bar chart above indicates average rate for day, evening/weekends, and overall average:

Years of Experience	Staff Day	Staff E/W	IC-Agency Day	IC-Agency E/W	IC-Direct Day	IC-Direct E/W	Average Day	Average E/W	Overall Average
0-5 Years 2021-2016	\$26.85	\$30.09	\$32.18	\$36.52	\$36.04	\$39.14	\$31.69	\$35.25	\$33.47
6-10 Years 2015-2011	\$31.62	\$36.23	\$37.26	\$41.93	\$41.79	\$45.53	\$36.89	\$41.23	\$39.06
11-15 Years 2010-2006	\$36.35	\$42.42	\$43.60	\$47.97	\$48.94	\$53.32	\$42.96	\$47.91	\$45.44
16-20 Years 2005-2001	\$38.35	\$43.86	\$43.71	\$48.31	\$46.76	\$51.78	\$42.94	\$47.98	\$45.46
21-25 Years 2000-1996	\$37.69	\$42.00	\$42.67	\$45.74	\$47.00	\$51.83	\$42.45	\$46.52	\$44.49
26-30 Years 1995-1991	\$35.63	\$41.56	\$46.41	\$50.96	\$46.14	\$51.13	\$42.73	\$47.88	\$45.30
31-35 Years 1990-1986	\$37.27	\$44.83	\$46.36	\$50.71	\$46.82	\$51.33	\$43.48	\$48.96	\$46.22
36-40 Years 1985-1981	\$45.77	\$45.30	\$49.71	\$53.80	\$52.33	\$54.92	\$49.27	\$51.34	\$50.31
41-45 Years 1980-1976	\$44.17	\$50.50	\$47.77	\$52.77	\$55.17	\$61.36	\$49.03	\$54.88	\$51.96

*Answers with \$5 or less were eliminated so as not to skew data.



73. DATA COMPARISON, YEARS OF EXPERIENCE AND RATE FOR DAYS AND EVENINGS/WEEKENDS

The bar chart above indicates average rate for day, evening/weekends, and overall average.

Region	Staff Day	Staff E/W	IC-Agency Day	IC-Agency E/W	IC-Direct Day	IC-Direct E/W	Average Day	Average E/W	Overall Average
Central MN	\$35.39	\$41.15	\$42.26	\$46.89	\$43.47	\$48.61	\$40.37	\$45.55	\$42.96
Metro	\$35.04	\$40.11	\$42.84	\$47.57	\$46.99	\$51.16	\$41.62	\$46.28	\$43.95
Northeast	\$34.13	\$36.29	\$39.88	\$45.36	\$44.45	\$47.73	\$39.49	\$43.13	\$41.31
Northwest	\$31.82	\$42.50	\$40.56	\$44.78	\$45.34	\$55.00	\$39.24	\$47.43	\$43.33
Southern	\$34.59	\$40.89	\$42.10	\$46.06	\$45.06	\$49.13	\$40.58	\$45.36	\$42.97
Other States	\$38.29	\$47.50	\$43.00	\$46.60	\$47.50	\$49.67	\$42.93	\$47.92	\$45.43

* Those represented in other states were three from ND, 1 from NV, 1 from WA, 8 from WI. Not all individuals answered each rate question.

*Answers with \$5 or less were eliminated so as not to skew data

On the next page (or below) is another bar chart of this same data grouped in a different configuration to easier compare variation among regions.

73. Data Comparison: Regions and Average Rate for Days and Evening/Weekends

