



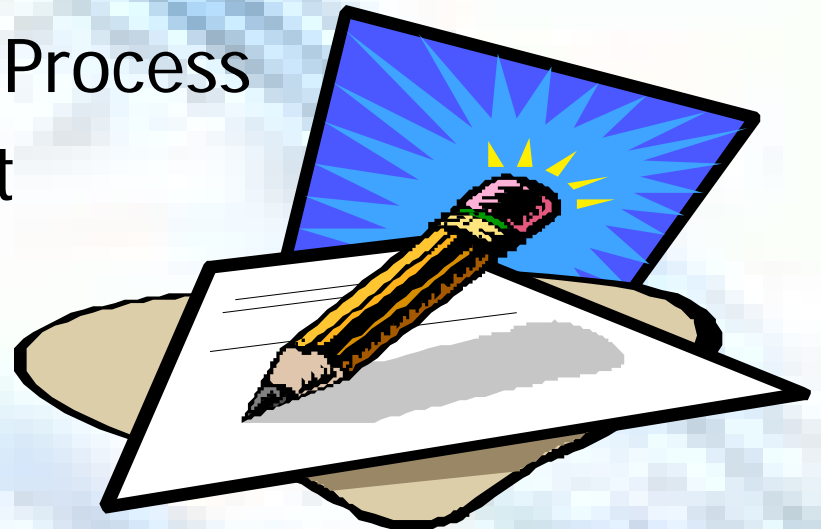
Medical Interpreter Certification Testing

Presented by
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Topics

- The Test Development Process
- Collecting Validation Evidence
- Subject Matter Experts
- The Test Administration Process
- Overview of Written Test
- Overview of Oral Test
- CHIA Options for testing
- Questions and Answers

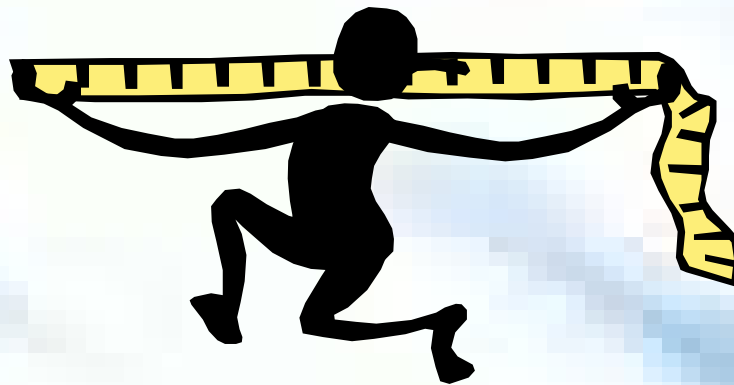


Analyzing the Required Skills

- Licensure and Certification testing
 - Protecting the Public
 - Consequence of Error
- Interpreters affect peoples lives
- Test must measure critically important skills
- Test as gatekeeper

Validity

- ◆ The Validity of a test is the extent to which a test measures what it is supposed to measure
- ◆ An employment test requires a comprehensive occupational analysis



Reliability

- ◆ Extent to which a test is consistent in measurement
- ◆ Must measure a person's abilities in a consistent manner
- ◆ Without reliability, there is no test *Validity*



Job Analysis Data Collection

- Developed Questionnaires
- Subject Matter Experts Rated:
 - Tasks (Importance & Frequency)
 - Seven-point Scale
 - Four-point Scale
(0=Not Important - 4=Critical)
 - Knowledge, Skills, & Abilities
(Importance & Needed at Entry)



Importance of Tasks performed by Medical Interpreters in Worker's Compensation

1. Complies with rules of confidentiality regarding patients, insureds, insurers, and all other parties **3.78 Importance**
2. Provides accurate interpretations without omissions **3.73 Imp**
3. Provides consecutive interpretation from English to the patient's language of doctor's and health-related professionals' commands, questions, explanations, and instructions **3.69 Imp**
4. Provides consecutive interpretation from the patients' language to English of patients' responses (explanations, narrations, descriptions, and questions) **3.59 Imp**
5. Exercises professional judgment related to interpersonal relations **3.652 Imp**
6. Provides consecutive interpretation from English to the patients' language of doctors' neurological, psychiatric, and psychological evaluation interviews **3.47 Imp**



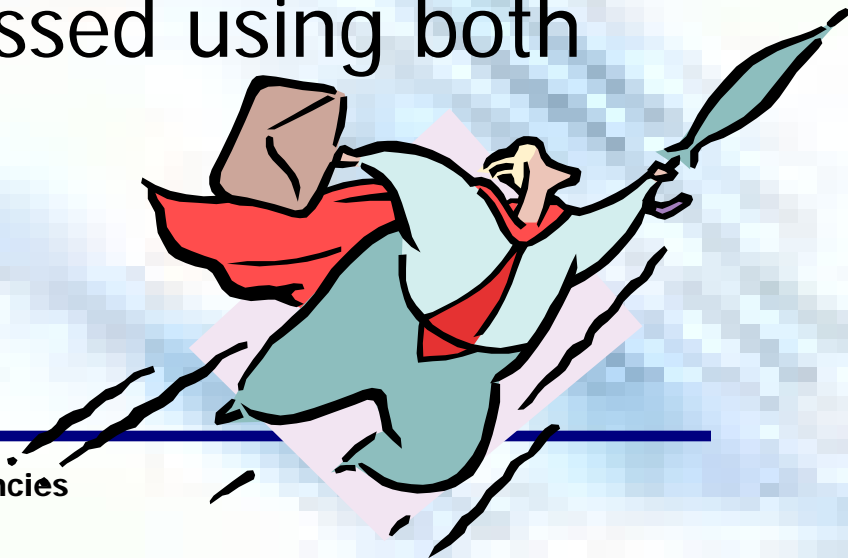
Importance of KSAs required of Medical Interpreters in Worker's Compensation

1. Skill in listening to English (comprehending spoken English) **3.63 Imp**
2. Skill in listening to the patients' language (comprehending spoken language) **3.61 Imp**
3. Knowledge of anatomical terms (body parts) in both English and the patients' language **3.61 Imp**
4. Knowledge of names of common illnesses and terms related to injury and physical symptoms in both English and the patients' language **3.61 Imp**
5. Skill in reading English (comprehending written English) **3.58 Imp**
6. Knowledge of English vocabulary sufficient to provide interpreter services (e.g., formal, informal, colloquial, idiosyncratic, regional, written, etc.) **3.57 Imp**



Results

- 12 of 27 KSAs assessed by the written test.
- 18 of 27 KSAs assessed by the oral test.
- 6 KSAs are assessed by oral and written tests.
- 24 of 27 KSAs are assessed using both the oral & written test.



Overall Conclusions

- Strong support for the test
- Need to provide entire assessment



Subject Matter Experts

- Experienced, Certified Medical and Court Interpreters
- Extensively trained by CPS
- Test Items developed and reviewed in teams
- CPS staff work closely with SMEs to ensure quality test items



Job Related Item Content

- Test items represent situations and/or problems normally encountered on the job
- Content of test items use terminology and examples specific to medical interpreting



Written Test Review

- Following administration, CPS reviews test item performance
- Items appearing statistically problematic are reviewed by SMEs
- Score adjustments made based on statistical performance

Test Question Standards

- Test items should reflect the *purpose* of the test
- Test questions should reflect important *knowledge, skills, or abilities (KSAs)* needed to perform job or occupational duties



Test Item Standards

- Realistic and written as clearly as possible
- Discard if it is overly academic or reflects trivial knowledge
- Falls within the proper range of difficulty levels
- Constructed for the specific mental process needed in interpreting



External Review Procedures

- Test items are ***reviewed*** by Subject Matter Experts (SMEs)
- Considerations:
 - ***Relevance*** - is item essential, important, acceptable or questionable?
 - ***Difficulty*** - is item easy, hard, or medium difficulty?
 - ***Triviality*** - does item measure knowledge that appears trivial, even if source used appears appropriate?
 - ***Inter-item clues*** - does one question gives clues to another in same section of test?



Test Administration



- To receive an application, candidates can:
 - call our voicemail at (916) 263-3490
 - write us at 241 Lathrop Way, Sacramento, CA 95815
 - E-mail us at deborah@cps.ca.gov or nancy@cps.ca.gov
- Application packets are mailed to candidates
- Coming soon...application packets available on-line at www.cps.ca.gov



Testing Cycles



- 2 cycles for Spanish

- Next cycle is

Written: February 2003 Oral: March 2003

- 2 cycles for other languages

- Next cycle is

Written: February 2003 Oral: March 2003

Administration



- Application and \$295.00 fee must be received by final filing date
- Admission notice sent to candidates two weeks before exam
- Exam time is approximately 4 hours in length
- Written results are mailed 30 - 45 days following exam
- Passing candidates receive invitation to oral exam

Written Components - English

- Basic Vocabulary
- Grammar and Word Usage
- Reading Comprehension
- English to Other Language Translation



Written Components- Other Language

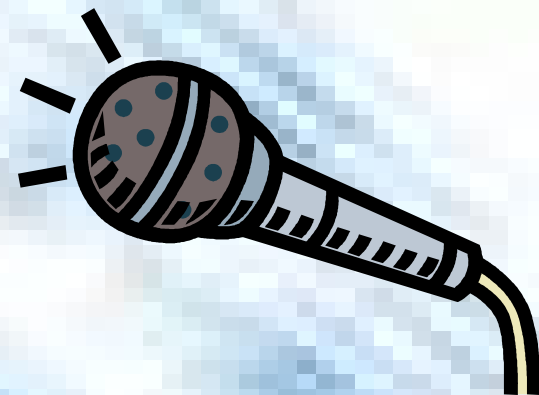
- Basic Vocabulary
- Grammar and Word Usage
- Reading Comprehension
- Cognates
- Other Language to English Translation



Oral Administration

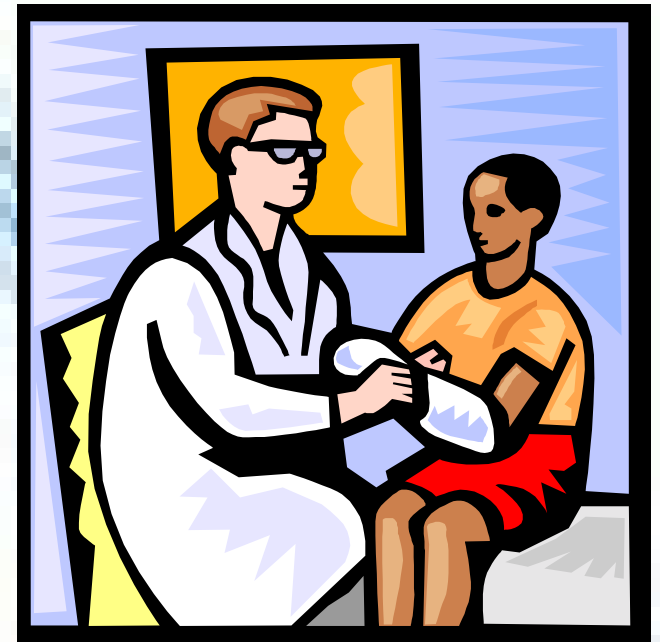


- Quiet Location
- All materials taped for standardized administration
- Candidate's responses taped
- Components
 - Consecutive
 - Sight Translations
 - Simultaneous



Consecutive Component

- Designed as a role play exercise
- Two roles (pre-recorded)
 - **Doctor**
 - **Non-English speaking Patient**
- Passages are 1 to 30 words in length
- Note-taking is permitted
- Maximum of 6 repeats allowed
- Approximately 20 minutes in length



Sight Translation Component

- Two documents
 - English into Other Language
 - Other Language into English
- Two minute review of each document
- Translations must be rendered within five minutes



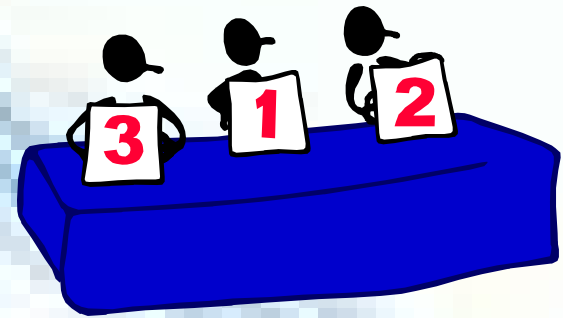


Simultaneous Component

- Material is recorded in English for Translation into Other Language
- Candidate listens to material using a headset with earphones
- Rate of 120 words per minute
- Approximately 2 1/2 minutes in length

Rating Oral Exams

- Norming sessions
- Individual SME ratings
- Consensus rating
- Results sent to candidates 30 - 45 days following the last day of testing

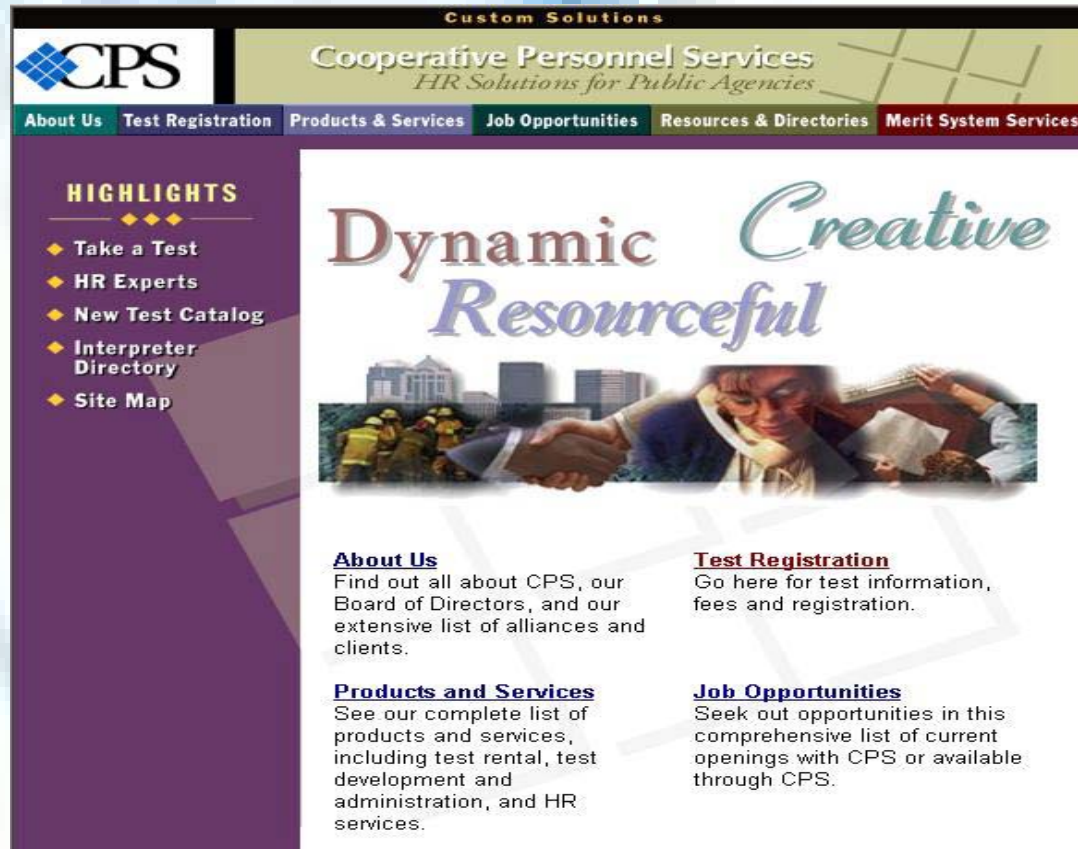


Possible Next Steps....

- CHIA uses job analysis data (new or existing) to develop a certification test custom designed for Healthcare Interpreters outside the Workers Comp System
- Work on passing legislation to require Healthcare Interpreters in all settings be certified



Come visit us on the Web WWW.CPS.CA.GOV



The screenshot shows the homepage of the Cooperative Personnel Services (CPS) website. At the top, there is a navigation bar with the CPS logo on the left and the text "Cooperative Personnel Services HR Solutions for Public Agencies" in the center. Below the navigation bar, there are several menu items: "About Us", "Test Registration", "Products & Services", "Job Opportunities", "Resources & Directories", and "Merit System Services". The main content area features a large banner with the text "Dynamic Creative Resourceful" and an image of a person shaking hands. Below the banner, there are four sections: "About Us", "Test Registration", "Products and Services", and "Job Opportunities", each with a brief description of the service.

Custom Solutions

CPS Cooperative Personnel Services
HR Solutions for Public Agencies

[About Us](#) [Test Registration](#) [Products & Services](#) [Job Opportunities](#) [Resources & Directories](#) [Merit System Services](#)

HIGHLIGHTS

- ◆ Take a Test
- ◆ HR Experts
- ◆ New Test Catalog
- ◆ Interpreter Directory
- ◆ Site Map

Dynamic Creative Resourceful

About Us
Find out all about CPS, our Board of Directors, and our extensive list of alliances and clients.

Test Registration
Go here for test information, fees and registration.

Products and Services
See our complete list of products and services, including test rental, test development and administration, and HR services.

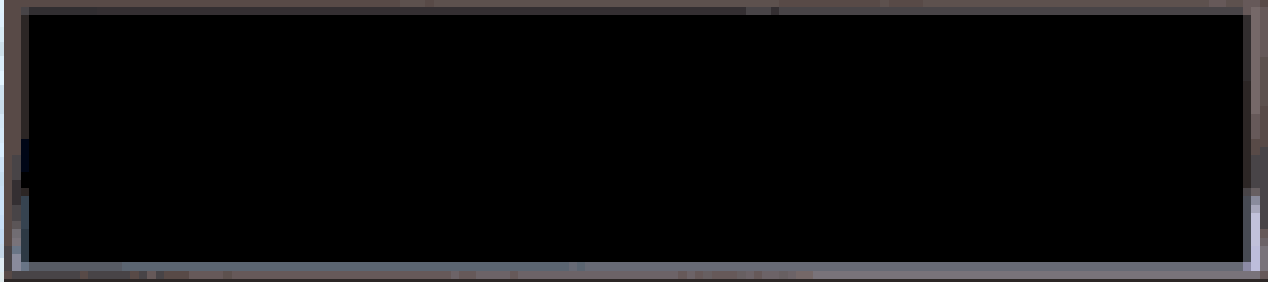
Job Opportunities
Seek out opportunities in this comprehensive list of current openings with CPS or available through CPS.



Coming Soon!

- On-line candidate preparation manual including:
 - TWO sample written tests for Medical and Administrative Hearing Interpreter
 - TWO sample oral tests
 - Characteristics of a Model Interpreter
 - Study Tips and suggestions for improving test performance





Please feel free
to ask questions

