



Limited English Proficiency Plan

Delaware County Workforce Development Area

Limited English Proficiency Coordinator
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Approved by DCWDB on September 11, 2025

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I. Purpose

The purpose of this Limited English Proficiency (LEP) plan is to provide assurances and to demonstrate that customers of the Delaware County Workforce Development Area (WDA) have access to meaningful program information, benefits, and services regardless of their English Language Proficiency (ELP).

The Pennsylvania Department of Labor & Industry's Office of Equal Opportunity is charged with the duty to ensure that each WDA complies with all relevant federal requirements regarding applicants/recipients of program information, benefits, and services who have limited ELP.

II. Authorities and Definitions

Federal Authorities

- Title VI of the Civil Rights Act of 1964, 42 U.S.C. §2000 et seq.; 45 CFR §80, Nondiscrimination based on race, color, or national origin for any programs receiving federal financial assistance. Failure to provide meaningful access to program information, benefits, and/or services due to an applicant/recipient's LEP is considered discrimination based on national origin.
- U.S. Department of Justice Title VI Legal Manual, January 11, 2001 edition
- U.S. Department of Labor Policy Guidance on the Prohibition of National Origin Discrimination as it Pertains to Persons with Limited English Proficiency (05/29/03), Federal Register, Volume 68, Number 103, Page 32289-32305

Definitions of Terms:

- **Effective Communication** – In human services, social services, or job training/assistance setting, effective communication occurs when agency staff has taken necessary steps to make sure that a person who is LEP is given adequate information in his/her language to understand the services, benefits, or the requirements for services or benefits offered by the agency. These necessary steps must allow an individual the opportunity to qualify for the benefits or services provided by that program area without unnecessary delay due to the person's LEP. Effective communication also means that a person who is LEP can communicate the relevant circumstances of his/her situation to the agency.

- **Interpretation** –The oral or spoken transfer of a message from one language into another language.
- **Limited English Proficiency** –The inability to read, speak, write, or understand English well enough to allow effective interaction. Delaware County recognizes limited English proficiency, including speaking, as well as reading and writing, and incorporates this into LEP planning.
- **Meaningful Access** –The standard of access required of the recipients since they receive federal funding through the state. Meaningful access requires compliance by recipients with state and federal LEP requirements as set out in relevant state and federal laws. To ensure meaningful access for people with LEP, recipients must make available to applicants/clients receiving benefits/services free language assistance that results in accurate and effective communication that does not result in undue delay or denial of benefits to which the LEP applicant/client is eligible.
- **Translation** –The written transfer of a message from one language into another language.
- **Vital Documents** – Forms or documents *designed and utilized by the Agency* that are critical for accessing federally funded services or benefits or are required by law. Vital documents can include, but are not limited to: applications for programs, consent forms designed by the agency, and letters designed by the agency requesting eligibility documentation.
- **Outreach Documents** –Agency-designed documents utilized by the agency to provide information to the general public but targeting individuals who are eligible or may be eligible for benefits/services or programs.

III. Delaware County Workforce Development Board Policy

It is the policy of the Delaware County Workforce Development Board (DCWDB) to provide meaningful access to all individuals applying for, participating in programs, or receiving services/benefits administered by, supervised by, authorized by, and/or participated in by DCWDB. Meaningful access involves DCWDB promoting effective communication to LEP individuals seeking or receiving services, benefits, or participation in programs funded in whole or in part by federal funds. This plan specifically provides necessary assurances and identifies tools being used to effectuate this policy.

IV. LEP Population

Delaware County is home to a diverse community where many languages are spoken. Each year, DCWDB staff evaluates the shifts in US Census Data. Relevant information includes the preferred languages of non-English speaking adults who access PA CareerLink® services and the home county and preferred languages of adults seeking English as a Second Language instruction from

the WIOA Title II provider to determine the most common non-English languages spoken in Delaware County. Using information from the US Census Data, the DCWDB has determined that the language(s) other than English that are most likely to be encountered by employees of the Delaware County Workforce Development system are Spanish, Chinese, and Yoruba, Twi, Igbo, or Other Languages of Western Africa.

According to the US Census Bureau’s American Community Survey¹ in 2023, the most common non-English language spoken in Delaware County was Spanish. 3.2% of the overall population of Delaware County are native Spanish speakers. 1.5% speak Chinese (including Mandarin and Cantonese) and 1.5% speak Yoruba, Twi, Igbo, or other languages of Western Africa. The data below from the 2023 American Community Surveys shows the details of the languages spoken by the population 5 years and older (Table 1,2), as well as languages spoken by those 18 years and older (Table 3,4).

| Table 1 | Delaware County, Pennsylvania | | | |
|-------------------------------------|-------------------------------|---------|-------------------------------------|---|
| | Total | Percent | Speak English less than "very well" | Percent speak English less than "very well" |
| Population 5 years and over | 544,236 | (X) | 28,170 | 5.2% |
| Speak only English | 469,265 | 86.3% | (X) | (X) |
| Speak a language other than English | 74,291 | 13.7% | 28,170 | 37.9% |
| Spanish | 17,412 | 3.2% | 7,103 | 40.8% |
| Other Indo-European languages | 23,417 | 4.3% | 7,329 | 31.3% |
| Asian and Pacific Island languages | 19,410 | 3.6% | 8,457 | 43.6% |
| Other languages | 14,052 | 2.6% | 5,281 | 37.6% |

| Table 2 | Delaware County, Pennsylvania | | |
|--|-------------------------------|---|-------------------------------------|
| | Language Spoken | Percent speak English less than "very well" | Speak English less than "very well" |
| Population 5 years and over Language Spoken at Home | | | |
| Spanish | 17,412 | 40.7% | 7,103 |
| Chinese (Incl. Mandarin, Cantonese) | 8,403 | 50.5% | 4,251 |
| Yoruba, Twi, Igbo, or Other Languages of Western Africa | 8,131 | 43.5% | 3,538 |
| Arabic | 3,455 | 24.7% | 854 |
| Bengali | 3,069 | 43.1% | 1,323 |
| Haitian | 2,893 | 50.5% | 1,461 |
| Vietnamese | 2,708 | 46.4% | 1,256 |
| Greek | 2,280 | 23.9% | 545 |
| French (Incl. Cajun) | 2,275 | 25.1% | 572 |

| | | | |
|---|-------|-------|-----|
| Telugu | 1,744 | 5.9% | 103 |
| Italian | 1,583 | 31.3% | 496 |
| Malayalam, Kannada, or Other Dravidian Languages | 1,492 | 31.9% | 476 |
| Hindi | 1,447 | 18.5% | 267 |
| Punjabi | 1,432 | 22.8% | 326 |
| Other and Unspecified Languages | 1,206 | 56.8% | 685 |
| Tagalog | 1,160 | 17.2% | 199 |
| Yiddish, Pennsylvania Dutch or other West Germanic languages | 1,083 | 0.00% | 0 |
| Swahili or other languages of Central, Eastern, and Southern Africa | 979 | 19.8% | 194 |

<https://www.census.gov/topics/population/language-use/about.html>

*NOTE: a percentage calculated by DCWDB

| Table 3 | Delaware County, Pennsylvania | | | |
|-------------------------------------|-------------------------------|---------|-------------------------------------|---|
| | Total | Percent | Speak English less than "very well" | Percent speak English less than "very well" |
| CITIZENS 18 YEARS AND OVER | | | | |
| All citizens 18 years old and over | 429,181 | (X) | 16,429 | 3.8% |
| Speak only English | 382,558 | 89.1% | (X) | (X) |
| Speak a language other than English | 46,632 | 10.9% | 16,423 | 35.2% |
| Spanish | 10,133 | 2.4% | 2,476 | 24.4% |
| Other languages | 36,490 | 8.5% | 13,933 | 38.2% |

| Table 4 | Delaware County, Pennsylvania | | |
|---|-------------------------------|---|-------------------------------------|
| | Languages Spoken | Percent speak English less than "very well" | Speak English less than "very well" |
| CITIZENS 18 YEARS AND OVER | | | |
| Spanish | 10,133 | 24.4% | 2,476 |
| Chinese (Incl. Mandarin, Cantonese) | 6,961 | 53.3% | 3,713 |
| Yoruba, Twi, Igbo, or Other Languages of Western Africa | 6,726 | 45.0% | 3,027 |
| Arabic | 2,858 | 25.0% | 715 |
| Bengali | 2,539 | 39.1% | 994 |
| Haitian | 2,393 | 37.9% | 909 |
| Vietnamese | 2,240 | 41.9% | 939 |
| Greek | 1,886 | 23.9% | 451 |
| French (Incl. Cajun) | 1,882 | 25.1% | 473 |
| Telugu | 1,408 | 6.3% | 85 |
| Italian | 1,310 | 32.0% | 420 |

| | | | |
|---|-------|-------|-----|
| Malayalam, Kannada, or Other Dravidian Languages | 1,234 | 32.7% | 404 |
| Hindi | 1,197 | 26.8% | 321 |
| Punjabi | 1,185 | 23.6% | 280 |
| Other and Unspecified Languages | 998 | 42.2% | 421 |
| Tagalog | 960 | 17.1% | 165 |
| Yiddish, Pennsylvania Dutch or other West Germanic languages | 896 | 0% | 0 |
| Swahili or other languages of Central, Eastern, and Southern Africa | 810 | 21.1% | 170 |

The methodology used to make this determination is as follows:

DCWDB recognizes that limited English-speaking ability generally includes limited English-reading ability. To deliver meaningful access to adult customers of the PA CareerLink® service, DCWDB analyzed the percentage and number of adults who speak English less than very well by language spoken. In Table 4, the Spanish, Chinese (including Mandarin, Cantonese), and Yoruba, Twi, Igbo, or Other Languages of Western Africa languages that exceed 1,000 individual adults. However, the definition shown in Section II specifies “The Lesser of 2 factors” in defining Limited English Proficiency.

For example: “Lesser of 2 factors” means generally whatever number is less. If 5% of the total county population is 4000, but 2000 speak Chinese, then 2000 is the lesser number and the one that is used for this plan. Common sense would be the guide here. Table 2 also shows populations of 1000 or more speaking Spanish, Chinese (including Mandarin, Cantonese), Yoruba, Twi, Igbo, or Other Languages of Western Africa, Bengali, Haitian, and Vietnamese, less than very well. Therefore, DCWDB includes these populations under the definition of Limited English Proficiency and will provide vital documents in these languages.

Overall, the goal is to make sure these non-English speaking and reading populations receive the same (equal) access to services and information as those without limited English proficiency.

Identification of Spanish as the most common language spoken by adults accessing PA CareerLink® services is validated by other indicators including the frequency of Spanish language speakers among adults seeking English as a Second Language instruction at the Delaware County Literacy Council (Delaware County’s WIOA Title II provider), and reports from Delaware County WIOA Title I contractors who serve immigrants.

The DCWDB staff reviews these data on an annual basis while preparing for the procurement process for Title I services for Adults, Dislocated Workers, or Youth. Adjustments to the LEP Plan and Request for Proposal process are made when needed.

If it is determined that other LEP language groups are seeking benefits/services or are potentially eligible to receive benefits/services within Delaware County, the DCWDB staff will adjust its methods and services to serve the new population accordingly. Any new LEP populations will be reflected in the next LEP plan.

V. Methods of Providing Services to the LEP Population

(Check any that are applicable)

- Bilingual Employee(s): Translation/Interpretation duties must be included in the employee's job description. (If checked, provide the employee(s) names and language(s) with a brief description of a method of determining competence as interpreter(s), as well as a copy of the job description.) See the Job Description in the attachments
- Staff Interpreter(s): Translation/Interpretation duties must be included in the employee's job description. (If checked, provide name(s) and language(s) with a brief description of a method of determining competence as interpreter(s), as well as a copy of the job description.)
- Interpreter Contract (if checked, provide name(s) of the contractor(s), list service(s) provided, language(s) covered, and a brief description of how vendor(s) was/were chosen. Also, attach a copy of the agreement or contract to this plan.
- Volunteer Interpreters (If checked, provide names, organization, if applicable, as well as a brief description of the method of determining competence as an interpreter. Please provide a copy of the agreement between the volunteer and the facility, as well as copies of credentials and signed confidentiality statements.)
- Telephone Interpreting Services are provided by Language Service Associates. Details of the telephone interpreting services are listed in the attachments
- Agreement with an educational institution (If checked, provide the name of the institution, name(s) of interpreters, and a brief description of a method of determining the competence of an interpreter. Attach a copy of the agreement, MOU, or other written document to this plan. If nothing is in writing, describe the arrangement.)
- Translation contracts (if checked provide the name(s) of a contractor(s), list service(s) provided, language(s) covered, and a brief description of how the vendor was chosen. Also, attach a copy of the agreement or contract to this plan.)
- Other (If checked, explain the arrangement and attach any relevant documents explaining the arrangement to this plan). Individuals who express interest in improving their English

language skills will be referred to the WIOA Title II provider for English as a Second Language services.

VI. Interpreter Services

The DCWDB, at no cost to the LEP individuals or families, provides interpreter services to all LEP individuals or families applying for, or participating in programs or receiving services/benefits through the DCWDB by the means designated in section “V.” of this plan. The interpreter services are provided in an efficient and timely manner so as not to delay a determination of eligibility for an individual or family, receipt of eligible services/benefits, or participation in a Department-run program beyond that of an English-speaking individual or family.

The DCWDB makes this policy known to the LEP through the following methods:

- Posters at the front desk of PA CareerLink® use tag lines in many different languages to publicize free interpreter services (see Attachment E).
- The Babel card (see Attachment F) is included in all intake and eligibility paperwork packets given to PA CareerLink® customers.

The DCWDB addresses phone calls and voice mail from LEP individuals by having a bilingual Spanish-speaking greeter at the PA CareerLink®. The greeter answers phones and tracks the number and preferred language of PA CareerLink® customers who do not speak English very well. The language log (see Attachment G) is also used to track the use of telephone interpretation services.

The DCWDB addresses walk-ins to PA CareerLink® Chester City and PA CareerLink® Delaware County Community College, or who are LEP individuals, by having a bilingual Greeter at the PA CareerLink®. The Greeter welcomes all new customers who are walk-ins. The Greeter tracks the number and preferred language of PA CareerLink® customers who do not speak English very well. The language log included in the attachments is also used to track the use of telephone interpretation services.

The DCWDB staff does not require, suggest, or encourage LEP individuals or families to use friends, family members, or minor children as interpreters. If an LEP individual or family insists that a friend or family member serve as an interpreter, the DCWDB staff will document that choice. The DCWDB staff will then, on a case-by-case basis, consider factors such as the competence of the family or friend used as the interpreter; the appropriateness of the use in light of the circumstances, and the ability to provide quality and accurate information, especially if the interview could result in a negative effect on the individual or family’s eligibility for benefits/services. Staff will also consider potential or actual conflicts of interest, and confidentiality of the information being interpreted to determine whether the DCBDB staff should provide its own independent interpreter.

VII. Translation of Documents

The DCWDB staff translates all designed vital documents into each LEP language group that comprises at least 5% or 1,000, whichever is less, of persons eligible for or likely to be affected by the agency's services.

For any LEP individuals applying or receiving services from the DCWDB where vital documents are not available in the LEP individual's language, the DCWDB staff will provide a notice in the LEP individual's language that the LEP individual may bring any document into the office and an interpreter will be provided free of charge to interpret the document for the LEP individual.

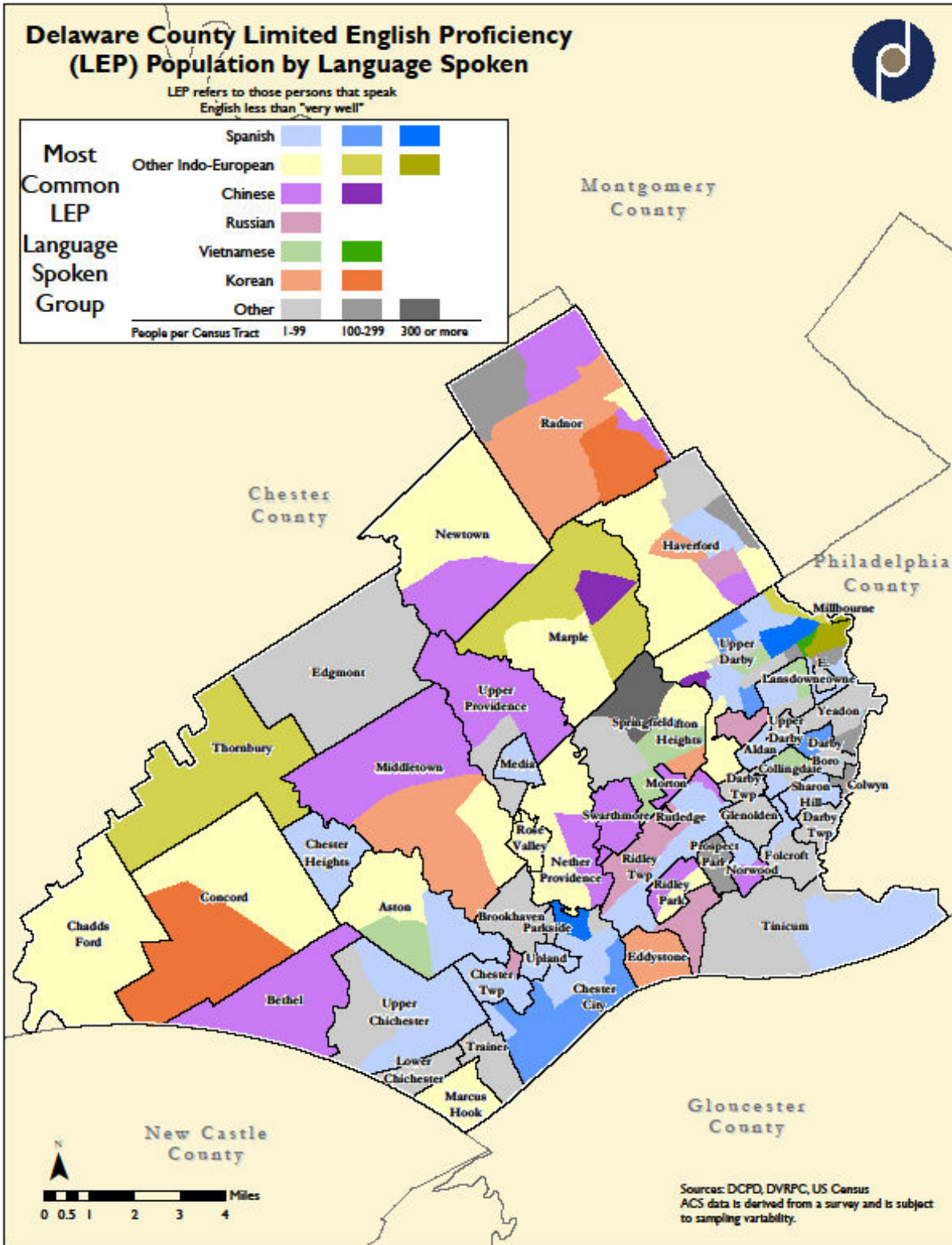
VIII. Dissemination of Information to Agency Personnel

The DCWDB staff makes its personnel aware of its LEP policies, methods of providing services to LEP individuals, and other information contained within this plan through the following:

- Through an annual training by the LEP Coordinator, Tatiana Moskatova
- All forms, including access to Propio One interpretation services, will be distributed to all staff and contractors.

IX. Attachments

Attachment A – Delaware County Limited English Proficiency Map



Attachment B – Interpreting Propio One Services Information

PROPIO ONE SERVICES

- For the Propio video service, offices have two ways to access the service:
 - From a mobile device (Tablet/iPad), you will need to download the Propio app
 - From a PC/Laptop with a camera, go to <https://one.propio-ls.com/>
- Each office has its access codes:
 - Use your current access code for telephone translation
 - A new access code will be provided for the Propio One video website
- You can access/use the website from a mobile device
- An office can have concurrent sessions at the same time using the same access code

| | | |
|-------------------------------|-----------------------------------|---------------------------------------|
| Account Number 6716 | PACL Delaware County Chester City | PriopioONE User Code mQSj4P |
|-------------------------------|-----------------------------------|---------------------------------------|

Attachment C – Sample Tag Lines with Telephonic Interpreting Services

Sample tag lines:

English

ATTENTION: If you speak another language, language assistance is available to you FREE OF CHARGE. Call 1-866-937-7325 (TTY: 711)

Español

Atención: Si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-866-937-7325 (TTY: 711)

中文

注意：如果您講廣東話或普通話，您可以免費獲得語言援助服務。請致電 1-866-937-7325 (TTY: 711)

Tiếng Việt

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-866-937-7325 (TTY: 711)

한국어

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-866-937-7325 (TTY: 711) 번으로 전화해 주십시오.

Français

ATTENTION: Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-866-937-7325 (ATS: 711)

العربية

ملحوظة: إذا كنت تتحدث اللغة العربية، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم المراقبة (كتابة) 1-866-937-7325 (TTY: 711)

עברית

বাংলা

মনোযোগ: আপনি যদি অন্য ভাষায় কথা বলেন, তাহলে একজন ভাষা সহকারী আপনার জন্য বিনামূল্যে পাওয়া যাবে 1-866-937-7325 (TTY 711) কল করুন।

코리안

주의: 다른 언어를 사용하는 경우 언어 도우미가 무료로 제공됩니다. 전화 1-866-937-7325(TTY 711)

Italiano

Attenzione: se parli un'altra lingua, un assistente linguistico è a tua disposizione GRATUITAMENTE Chiama il numero 1-866-937-7325 (TTY 711)

മലയാളം

ശ്രദ്ധിക്കുക: നിങ്ങൾ മറ്റൊരു ഭാഷ സംസാരിക്കുകയാണെങ്കിൽ, ഒരു ഭാഷാ സഹായി നിങ്ങൾക്ക് സൗജന്യമായി ലഭ്യമാണ് 1-866-937-7325 (TTY 711)

عربي

تنبيه: إذا كنت تتحدث لغة أخرى ، يتوفر لك مساعد لغة مجانًا. اتصل بالرقم 7325-937-866-1 (TTY 711)

ਪੰਜਾਬੀ

ਧਿਆਨ ਦਿਓ: ਜੇਕਰ ਤੁਸੀਂ ਕੋਈ ਹੋਰ ਭਾਸ਼ਾ ਬੋਲਦੇ ਹੋ, ਤਾਂ ਇੱਕ ਭਾਸ਼ਾ ਸਹਾਇਕ ਤੁਹਾਡੇ ਲਈ ਮੁਫਤ ਵਿੱਚ ਉਪਲਬਧ ਹੈ 1-866-937-7325 (TTY 711) 'ਤੇ ਕਾਲ ਕਰੋ।

हिन्दी

ध्यान दें: यदि आप दूसरी भाषा बोलते हैं, तो आपके लिए एक भाषा सहायक नि:शुल्क उपलब्ध है 1-866-937-7325 पर कॉल करें (TTY 711)

Ελληνικά

Προσοχή: Εάν μιλάτε άλλη γλώσσα, ένας βοηθός γλώσσας είναι διαθέσιμος για εσάς ΔΩΡΕΑΝ Καλέστε στο 1-866-937-7325 (TTY 711)

Deutsch

Achtung: Wenn Sie eine andere Sprache sprechen, steht Ihnen KOSTENLOS ein Sprachassistent zur Verfügung Rufen Sie 1-866-937-7325 (TTY 711) an

Polskie

Uwaga: Jeśli mówisz w innym języku, asystent językowy jest dostępny BEZPŁATNIE Zadzwoń pod numer 1-866-937-7325 (TTY 711)

Attachment D- Babel Notice

Babel Notice in English: This document contains vital information about requirements, rights, determinations, and/or responsibilities for accessing workforce system services. Language services, including the interpretation/translation of this document, are available free of charge upon request.

Babel Notice in Spanish: Este documento contiene información importante sobre los requisitos, los derechos, las determinaciones y las responsabilidades del acceso a los servicios del sistema de la fuerza laboral. Hay disponibles servicios de idioma, incluida la interpretación y la traducción de documentos, sin ningún costo y a solicitud.

Babel Notice in Chinese: 本文件包含有關取得勞動力系統服務的要求、權利、決定和/或責任的重要資訊。語言服務（包括本文件的口譯/筆譯）可應要求免費提供

Babel Notice in Yoruba: Iwe yii ni alaye pataki ninu awon ibeere, awon eto, awon ipinnu, ati/tabii awon ojuse fun iwole si awon isẹ eto isẹ oṣiṣẹ. Awon isẹ ede, pelu itumọ/tumọ iwe yii, wa ni ofe lori ibeere.

Babel Notice in Arabic: يحتوي هذا المستند على معلومات حيوية حول المتطلبات والحقوق والقرارات و / أو المسؤولين للوصول إلى خدمات نظام القوى العاملة. تتوفر خدمات اللغة ، بما في ذلك الترجمة الفورية / ترجمة هذا المستند مجاناً عند الطلب ،

Babel Notice in Bengali: এই নথিতে প্রয়োজনীয়তা, অধিকার, সংকল্প, এবং/অথবা কর্মশক্তি সিস্টেম পরিষেবাগুলি অ্যাক্সেস করার জন্য দায়িত্ব সম্পর্কে গুরুত্বপূর্ণ তথ্য রয়েছে, এই নথির ব্যাখ্যা/অনুবাদ সহ, অনুরোধের ভিত্তিতে বিনামূল্যে পাওয়া যায়

Babel Notice in Haitian: Dokiman sa a gen enfòmasyon enpòtan sou kondisyon, dwa, detèminasyon, ak/oswa responsablite pou jwenn aksè nan sèvis sistèm mendèv. Sèvis lang, ki gen ladan entèpretasyon/tradiksyon dokiman sa a, disponib gratis sou demann.

Babel Notice in Vietnamese: QUAN TRỌNG! Tài liệu hoặc đơn yêu cầu này chứa thông tin quan trọng về các quyền, trách nhiệm và/hoặc lợi ích của bạn. Việc bạn hiểu rõ thông tin trong tài liệu và/hoặc đơn yêu cầu này rất quan trọng, và chúng tôi sẽ cung cấp thông tin bằng ngôn ngữ bạn muốn mà không tính phí. Hãy liên hệ với Văn phòng WorkOne Indiana gần vị trí của bạn để được hỗ trợ về dịch thuật và hiểu rõ thông tin trong tài liệu và/hoặc đơn yêu cầu này

Babel Notice in Greek: Αυτό το έγγραφο περιέχει ζωτικές πληροφορίες σχετικά με τις απαιτήσεις, τα δικαιώματα, τους καθορισμούς ή/και τις ευθύνες για την πρόσβαση στις υπηρεσίες του συστήματος εργατικού δυναμικού. Οι γλωσσικές υπηρεσίες, συμπεριλαμβανομένης της διερμηνείας/μετάφρασης αυτού του εγγράφου, διατίθενται δωρεάν κατόπιν αιτήματος.

Babel Notice in French: Ce document contient des informations essentielles sur les exigences, les droits, les déterminations et/ou les responsabilités pour accéder aux services du système de

main-d'œuvre. Les services linguistiques, y compris l'interprétation/traduction de ce document, sont disponibles gratuitement sur demande.

Babel Notice in Telugu: ఈ పత్రంలో వర్క్‌ఫోర్స్ సిస్టమ్ సేవలను యాక్సెస్ చేయడానికి అవసరాలు, హక్కులు, నిర్ణయాలు మరియు/లేదా బాధ్యతల గురించి ముఖ్యమైన సమాచారం ఉంది. ఈ పత్రం యొక్క వివరణ/అనువాదంతో సహా భాషా సేవలు అభ్యర్థనపై ఉచితంగా లభిస్తాయి.

Babel Notice in Italian: Questo documento contiene informazioni vitali su requisiti, diritti, determinazioni e/o responsabilità per l'accesso ai servizi del sistema della forza lavoro I servizi linguistici, inclusa l'interpretazione/traduzione di questo documento, sono disponibili gratuitamente su richiesta.

Babel Notice in Malayalam: വർക്കിംഗ് സിസ്റ്റം സേവനങ്ങൾ ആക്സസ് ചെയ്യുന്നതിനുള്ള ആവശ്യകതകൾ, അവകാശങ്ങൾ, നിർണ്ണയങ്ങൾ, കൂടാതെ/അല്ലെങ്കിൽ ഉത്തരവാദിത്തങ്ങൾ എന്നിവയെക്കുറിച്ചുള്ള സുപ്രധാന വിവരങ്ങൾ ഈ പ്രമാണത്തിൽ അടങ്ങിയിരിക്കുന്നു, ഈ പ്രമാണത്തിന്റെ വ്യാഖ്യാനം/വിവർത്തനം ഉൾപ്പെടെയുള്ള ഭാഷാ സേവനങ്ങൾ അഭ്യർത്ഥന പ്രകാരം സൗജന്യമായി ലഭ്യമാണ്.

Babel Notice in Hindi: इस दस्तावेज़ में कार्यबल सिस्टम सेवाओं तक पहुँचने के लिए आवश्यकताओं, अधिकारों, निर्धारणों और/या जिम्मेदारियों के बारे में महत्वपूर्ण जानकारी शामिल है, अनुरोध पर इस दस्तावेज़ की व्याख्या/अनुवाद सहित भाषा सेवाएं निःशुल्क उपलब्ध हैं।

Babel Notice in Punjabi: ਇਸ ਦਸਤਾਵੇਜ਼ ਵਿੱਚ ਲੋੜਾਂ, ਅਧਿਕਾਰਾਂ, ਨਿਰਧਾਰਨ, ਅਤੇ/ਜਾਂ ਕਰਮਚਾਰੀਆਂ ਦੀਆਂ ਸਿਸਟਮ ਸੇਵਾਵਾਂ ਤੱਕ ਪਹੁੰਚ ਕਰਨ ਦੀਆਂ ਜ਼ਿੰਮੇਵਾਰੀਆਂ ਬਾਰੇ ਮਹੱਤਵਪੂਰਨ ਜਾਣਕਾਰੀ ਸ਼ਾਮਲ ਹੈ, ਇਸ ਦਸਤਾਵੇਜ਼ ਦੀ ਵਿਆਖਿਆ/ਅਨੁਵਾਦ ਸਮੇਤ, ਬੇਨਤੀ ਕਰਨ 'ਤੇ ਮੁਫਤ ਉਪਲਬਧ ਹਨ।

Babel Notice in Yiddish: דאס דאקומענט אנטהאלט וויכטיגע אינפארמאציע וועגן באדערפענישן, רעכטן, און/אדער אחריותן דאקומענט אנטהאלט וויכטיגע אינפארמאציע וועגן באדערפענישן, רעכטן, באשטימונגען, און/אדער אחריותן דאקומענט אנטהאלט וויכטיגע אינפארמאציע וועגן באדערפענישן, רעכטן, באשטימונגען, און/אדער אחריותן דאקומענט אנטהאלט וויכטיגע אינפארמאציע וועגן באדערפענישן, רעכטן, באשטימונגען, און/אדער אחריותן

Babel Notice in Swahili: Hati hii ina taarifa muhimu kuhusu mahitaji, haki, maamuzi na/au wajibu wa kupata huduma za mfumo wa nguvu kazi. Huduma za lugha, ikijumuisha ukalimani/utafsiri wa waraka huu, zinapatikana bila malipo kwa ombi.

Attachment G - PA CareerLink® Delaware County Telephonic Interpreting Service Log*

| Date | Staff | Customer | Language | Interpreter Number | Time of Call | Interpreter Start Time | Interpreter End Time |
|-----------------|--------------------|-----------------|-------------------|---------------------------|---------------------|-------------------------------|-----------------------------|
| <i>02/07/22</i> | <i>P. Adamczyk</i> | <i>T. Phan</i> | <i>Vietnamese</i> | <i>58167</i> | <i>10:30</i> | <i>10:33</i> | <i>10:57</i> |
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*Submit used Telephonic Interpreting Service Logs to the PA CareerLink® Administrator at the end of each month