

CHS Interpreting Services Operations Manual: APPENDIX 3

CHS Registration Policy Overview Application Instructions Application Form

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INTRODUCTION

Thank you for your interest in CHS Interpreting Services. This information package provides candidates with all the information required to begin the registration process.

The package includes:

- CHS Registration Policy
- Overview of the CHS registration process
- Instructions for applying
- Application form

Please read all the information provided before proceeding. If you have any questions, please contact:

Beverley Dooley
Supervisor
Interpreter, Recruitment & Standards
CHS Interpreting Services
The Canadian Hearing Society
7-575 Thornton Road North
Oshawa, Ontario, L1J 8L5
EMAIL: interpreting.registration@chs.ca

CHS REGISTRATION POLICY



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4 CHS INTERPRETERS

4.1 Registration

EFFECTIVE DATE:	April 1, 2009	REVISION DATE	May, 2010
ISSUING DEPARTMENT:	CHS Interpreting Services		

4.1.1 POLICY OVERVIEW

CHS hires staff interpreters in every region of Ontario where funding permits. To supplement this staff complement, freelance interpreters are contracted when possible.

Three types of interpreters are employed by CHS:

- American Sign Language (ASL)–English interpreters;
- la Langue des signes québécoise (LSQ)–French interpréter;
- Deaf interpreters.

All CHS interpreters, whether staff or freelance, have successfully completed the CHS registration process. The purpose of this process is to ensure that the interpreters are competent in skill and knowledge and behave in a professional and ethical manner.

The registration process *requirements* are:

- successful completion of the **CHS Video Skills Screening and interview**;
- submission of a **criminal record check along with vulnerable record sector component** and a standard, colour **photo**;
- agreement to the terms and conditions outlined in the **CHS Freelance Interpreter Service Contract**.

Once these requirements have been met, the interpreter is deemed to be “CHS Registered” and is eligible to accept work from CHS. CHS Registered interpreters can work in any CHS region in Ontario and can participate in CHS Emergency Interpreting Service.

Note: CHS registration is not equivalent to certification; interpreters certified by the Canadian Association of Sign Language Interpreters (CASLI) are exempt from the CHS Video Skills Screening.

4.1.2 ELIGIBILITY

Interpreters who wish to undertake the CHS registration process must be:

- a graduate of a recognized interpreter training program; **and**
- an active CASLI member

Candidates who are still in an interpreter training program but have not yet graduated may not apply for CHS registration. Candidates must also be eligible to work in Canada.

Candidates may download the full information package, including the instructions and application form directly from The Canadian Hearing Society (CHS) website at: <http://www.chs.ca>.

Note: The interpreter who holds CASLI Certificate of Interpretation register (COI) is not requiring to taking the CHS screening however is requires taking an interview with CHS Interpreting Services managers.

4.1.3 CHS FREELANCE INTERPRETER SERVICE CONTRACT

The final requirement of the CHS registration process is the CHS Freelance Interpreter Service Contract. Successful candidates will be invited to sign a three (3) year contract. Significant components of the contract include *but are not limited to*:

- **CHS Policies and Procedures** – CHS Registered interpreters must read and comply with CHS Policies and the Freelance Interpreter Procedures Manual.
- **Assignments Worked** – CHS Registered interpreters must work a minimum of 10 assignments per year either from the time you received the final step of the CHS Registration Process letter or return from general leave (i.e., maternity leave).

An “assignment” is defined as:

- Any half day (4 h or less) worked equals one assignment.
- Any full day (4 h to 8 h) worked equals two assignments.
- An assignment cancelled with less than 2 full business days’ notice equals one assignment; however, if a suitable replacement is offered but refused, it will not count as a ‘worked’ assignment.

(Note: an assignment cancelled with less than 2 full business days’ notice or enroute to an emergency assignment, will be counted as a “worked” assignment.)

- Every 6 h block of time as an on-call interpreter for Emergency Interpreting Services equals one assignment.
- An assignment worked when called out as a back-up interpreter for Emergency Interpreting Services equals to one assignment.
- **Use of CHS Identification and Status** – CHS Registered interpreters must show their CHS identification (described below) when they arrive at the interpreting assignment or when they are asked to show it. Interpreters will not use their CHS identification or their registered status with CHS for any purpose other than to provide services to CHS and perform CHS interpreting assignments.
- **Maintenance and Improvement of Skills** – CHS Registered interpreters must participate in training and professional development activities to maintain and improve their interpreting skills.
- **Code of Ethics** – CHS Registered interpreters will read and obey all the rules of CASLI’s Code of Ethics and Guidelines for Professional Conduct.

4.1.4 REGISTRATION OF DEAF INTERPRETERS AND LSQ–FRENCH INTERPRETERS

LSQ–French Interpreters

LSQ–French interpreters are exempt from the CHS Video Skills Screening requirement of the registration process. All other elements of the registration process are still required. In place of the skills screening, LSQ–French interpreters who wish to work for CHS must show proof of designation as a junior, intermediate, or senior interpreter from an LSQ–French screening committee in Quebec.

Deaf Interpreters

Deaf Interpreters who wish to undertake the CHS registration process must be:

- a graduate of a recognized interpreter training program; **and/or**
- an active CASLI member

Candidates who are still not an active member of CASLI will not apply for CHS registration. Candidates must also be eligible to work in Canada.

Candidates may download the full information package, including the instructions and application form directly from The Canadian Hearing Society (CHS) website at:

<http://www.chs.ca>.

At this time, Deaf candidates who wish to work for CHS will complete the screening and interview, which will include questions specific to Deaf interpreters.

Candidates will demonstrate:

- in-depth knowledge of Deaf culture;
- understanding of the Deaf interpreter's role, including knowledge of the CASLI Code of Ethics and Guidelines for Professional Conduct;
- English-as-a-second-language ability.

4.1.5 RENEWAL OF CHS REGISTERED STATUS

Successful completion of the CHS registration process includes signing of the CHS Freelance Interpreter Service Contract. The contract is valid for three (3) years from the date of signing, at the end of which interpreters must renew their CHS registration status.

Three months before the end of the current contract, CHS Interpreting Registration will work with Human Resources to proceed freelance interpreters:

1. **criminal record check with the Vulnerable Sector Screening component;**
2. when requested, retake all or part of the **CHS Video Skills Screening and/or interview;**
3. agree to the terms and conditions outlined in the **CHS Freelance Interpreter Service Contract.**

CHS photo identification will be re-issued to the freelance interpreter upon successful completion of the CHS registration renewal process.

4.1.6 REVIEW OF STATUS

CHS may, at any time and for any reason, review the interpreter's CHS registered status. If the interpreter refuses to participate in this review, CHS may immediately terminate the contract and revoke the interpreter's CHS registered status.

CHS may also require the interpreter to retake the CHS Video Skills Screening and/or the interview portion of the CHS registration process.

4.1.7 TERMINATION OR REVOKING CHS STATUS

CHS can end this agreement and revoke an interpreter's CHS registered status if either of these requirements are not fulfilled.

4.1.8 IF THE INTERPRETER DISAGREES WITH THE TERMINATION DECISION

Freelance interpreters who disagree with a decision rendered by CHS Interpreting Services may apply for a review. Freelance interpreters have two (2) months from the date they are informed of the decision to apply for a review of their file. To do so, the interpreter must:

- provide the Director, CHS Interpreting & Translation Services, with a written explanation of why the decision should be reviewed;
- submit supporting documents that may enable CHS Interpreting Services to re-evaluate the file.

All correspondence may be mailed to:

Director, CHS Interpreting & Translation Services
The Canadian Hearing Society
271 Spadina Rd., 4th Floor
Toronto, ON
M5R 2V3

Upon receipt of the above, CHS Interpreting Services will re-examine the situation and issue a final decision.

HISTORICAL OVERVIEW

OIS Video Skills Screening: 1996–1999

A meeting was held in 1996 where several leaders from both the Deaf community and the field of interpreting, were brought together by OIS. These individuals were asked to participate in the creation of new sample tapes for the OIS Video Skills Screening. The suggestions of this committee were used by OIS to create sample tapes that included Deaf role models. The tapes also included scenarios that represented the types of assignments for which OIS typically books interpreters.

Working interpreters were then asked to volunteer to interpret the interviews and were videotaped. Half of these interpreters held certification from AVLIC and the second half had passed the OIS Video Skills Screening that was in use at that time. These interpreters served as the reference group.

Next, a Standards Committee was established which consisted of three Deaf individuals with experience teaching ASL and working with interpreters. This group spent four weekends reviewing and fine-tuning the rating procedure. They viewed the sample tapes provided by the reference group and rated them based on a system developed by a consultant hired to assist in the process. They also discussed what an acceptable interpretation would look like from the perspectives of the Deaf community, working interpreters, and interpreter trainers.

The Deaf and hearing raters were brought together for several days during which time they discussed and were shown examples of miscues, levels of processing, and message equivalency.

These raters were selected by OIS based on the following criteria:

- demonstrated experience working with interpreters;
- representative of different areas of the province;
- understanding of ASL linguistics and the interpretation process; and,
- hearing interpreters were required to hold certification from AVLIC.

Together, the raters watched the videotaped samples from the volunteer reference group. They were given a handout outlining the number of acceptable miscues per interview and the levels of processing determined by the Standards Committee. They were also given the scripts of the interviews in both English text and a gloss of the ASL. These scripts indicated what propositions were deemed important by the Standards Committee. The raters were then instructed to compare the important propositions – phrases, sentences, or words – of the interview to the interpreter’s language, and to mark where the speaker’s message was not interpreted clearly or skewed to such an extent that the audience would not understand the speaker’s intent. These would then be counted as miscues and/or instances where there was no message equivalency.

The raters were also asked to listen or watch the interpretation, take note of the language produced by the interpreter, and at the end of each interview, decide if it represented an acceptable level of processing. After practice and discussion, the raters demonstrated a high degree of inter-rater reliability for identifying miscues and for determining the depth of processing and message equivalency in the language produced within the interpretation.

Previous editions of the OIS Video Skills Screening focused on specific words and signs. If an interpretation included enough of these it would be considered a pass. In the new skills screening, however, the raters would be looking for propositions – sometimes single words or signs but more often phrases and complete sentences – that are used appropriately in context.

The OIS Video Skills Screening consisted of six segments, each an interview between a hearing individual and a Deaf participant. The OIS Video Skills Screening examined proficiency in both ASL and English. It was important that both target languages were produced clearly and

completely while interpreting. An interpretation that included too much of the structure of the source language in the target production – a lexical interpretation when a textual interpretation is called for – would not pass.

The Standards Committee agreed that applicants may pause or repeat sections of each interview up to a maximum of three times. They also discussed many current trends within the profession of sign language interpreting. In particular, they looked at the need for interpreters to demonstrate a commitment to professionalism and life-long learning. To support this objective, all applicants were encouraged to be active members of AVLIC and its provincial chapter prior to beginning the new OIS registration process.

Rating Procedure

Under the original process developed in 1997 in consultation with the Standards Committee, the following would occur:

The tapes of a candidate's interpretation would be given to two Deaf raters who would separately rate the ASL interpretation. If a rater found that an important proposition was not included in the interpretation or misinterpreted, he/she would mark that passage and count it as one miscue. At the completion of each interview, the rater would then also decide if the range in the level of processing (lexical, phrasal, sentential, textual) was acceptable.

If both Deaf raters found there was an acceptable level of message equivalency (and the number of miscues was equal to or less than the number determined by the Standards Committee), and the level of processing demonstrated an appropriate range, it would pass in the ASL domain. If, however, both Deaf raters found that the score was not within the OIS standard or the range of processing was limited (for example, predominately lexical), the tape would exit at the ASL domain. No further rating would occur.

If a tape passed in the ASL domain, it would then go to two hearing raters who are AVLIC-certified interpreters. They would independently score the tape in the English domain following the same process as the Deaf raters. They would also consider message equivalency, level of processing, and miscues. If both raters found the interpretation to be within acceptable standards, it would pass in the English domain.

If the tape was within the standard set for the ASL domain, but both hearing raters found that the score was not within the OIS standard set for the English domain, the tape would exit at the English domain.

If both groups found the number of miscues, level of processing, and message equivalency were within the set limits, the candidate would be notified that he/she had passed the Video Skills Screening portion of the registration process and be invited in for an interview.

Please note: the tape must have passed in both the ASL and English domains. If the two raters in one domain differed in their scores, one pass and one fail, the tape would go to a third rater in the same domain who would independently rate the tape. If the rater determined the tape to be within the established range, the tape would pass in that domain.

In the first six months to one year of using this process, a minimum of two raters viewed the tapes in both the ASL and English domains. This standard was reviewed and it was found that the inter-rater reliability was consistently at an acceptable level (above 80 %). OIS then reduced the minimum number of raters from two to one for both ASL and English. To ensure reliability, tapes were randomly sent to second raters.

OIS Video Skills Screening: 1999–2008

OIS implemented the new Video Skills Screening in June 1997. The new standard set at that time was substantially higher than past screenings. OIS expected that the pass rate for candidates taking the new screening would be lower than with previous screenings. The pass rate of interpreters who had previously held OIS status was 36%; this was lower than anticipated. OIS consulted with the Deaf and interpreter community and began to offer a series of hands-on skills workshops across the province to provide OIS Registered interpreters with skills development.

OIS remained committed to the new standard but sought to find a balance between the increasing need for interpreters in the community and the desire for a high standard of interpreting skill.

In order to continue to offer services to consumers, OIS applied an interim formula to the standard. The following formula was applied retroactively to all screenings since June 1997. Although this change resulted in a lowering of the standard, it remained considerably higher than in past screenings. The anticipated pass rate was approximately 60–65% of previous OIS Registered interpreters.

The changes included:

- An additional miscue was allowed for each interview;
- Miscues were averaged for all English–ASL interviews (this meant that failing one interview would not automatically mean a fail in the domain);
- Miscues were averaged for all ASL–English interviews (as with English–ASL, failing one interview would not automatically mean a fail in the domain);
- The level of processing was not considered for pass/fail.

What remained the same:

- Candidates who exited in the ASL domain would not be marked in the English domain;
- Feedback would be given to candidates on marked performance;
- Candidates would be marked against the original standard and shown their results on the original standard. The 1999 amendments would then be applied to the results to indicate a pass/fail.

Letters were sent to all applicants who took the new OIS Video Skills Screening between June 1997 and July 1999 apprising them of any change in status under the 1999 amendments.

OIS Video Skills Screening: Present

Screening Fee

For almost a decade, candidates were charged \$90 for the skills screening. As of January 15, 2009, the \$90 administration fee will be waived. There will be no charge to a candidate for the OIS Video Skills Screening and interview.

However, if a candidate passes the OIS Video Skills Screening and does not contact the Regional Director of the regional office closest to their primary residence for an interview within two months, s/he will need to go through the OIS registration process again and will be charged a fee of \$100. If a candidate does not pass the skills screening, s/he can retake it after six (6) months at no charge.

CHS Video Skills Screening Periods – Revised April 2017

In order to ensure Video Skills Screening results are sent back to applicants quickly, there will be up to four (4) two-week screening periods per year. In addition, there will be up to nine (9) screening appointments available during each two-week period.

Special note: At the CHS Toronto location only, screening is available at any time. You do not need to follow the above schedule; however, we will need two weeks advance notice to prepare the screening.

In the application process, the applicant must indicate their 1, 2nd, and 3rd choice of screening periods. This must be done at least three weeks before the opening of the two-week screening period chosen.

If an applicant requests a screening during one of the scheduled two-week periods, but no appointments are available, then s/he will be offered an appointment in the next two-week period.

Interns from CHS Interpreter Internship Program (IIP) may take the screening when their internship is completed.

An up-to-date Video Skills Screening schedule is available on the CHS website at www.chs.ca.

OIS Video Skills Screening Revised

In consultation with professionals in the field, the number of interviews in the Video Skills Screening will be reduced from six (6) to four (4). Previously, candidates were asked to interpret two (2) scenarios working from ASL–English, two (2) scenarios from English–ASL, and two (2) scenarios where they were required to interpret both ASL–English and English–ASL. This requirement has been reduced to **one (1)** ASL–English scenario, **one (1)** English–ASL scenario, and **two (2)** scenarios where candidates are required to interpret both ASL–English and English–ASL. The scenarios themselves remain the same – no new materials have been developed.

In addition, the level of processing (lexical, phrasal, sentential, and textual) for both ASL and English will no longer be included. ASL and English miscues for omissions, substitutions, additions, intrusions, and anomalies *remain the same*.

The marking sheet sent to candidates with information about their results has also changed to reflect this new standard.

Why Make These Changes?

The OIS Video Skills Screening takes approximately one (1) hour and 20 minutes to complete. The rating of the tape requires approximately three (3) hours (ASL–English and English–ASL). Due to the number of candidates taking the screening, results were not reaching candidates in a timely fashion. By reducing the number of scenarios, the time that it takes to complete the screening was reduced as well as the time it takes for a candidate to receive their results.

How Does This Change the Rating?

In order to ensure that the screening continues to be rated at the same level, the number of allowable miscues has been adjusted. Results from June 1997–December 2008 indicate that a change in rating will not have a significant effect on the pass/fail results of candidates.

Since 1997, 477 candidates have completed the OIS registration process. Applying the amended standard would have changed the results of only 20 candidates.

Of the 42 candidates who have taken the screening from January 2007–December 2008, **no** results would change from a pass to a fail. One result was previously a fail in English that became a pass. One result was previously a fail in ASL that became a pass. The candidates affected by the change were notified of their new results.

APPLICATION PROCESS

NOTE: This revised registration process replaces the previous process and becomes effective February 1st, 2009.

The CHS registration process is a tool which ensures that all CHS interpreters, staff and freelance, are able to demonstrate competency in skill, knowledge, and attitude. The registration process should not be confused with any certification process. CASLI is the Canadian body that certifies sign language interpreters.

As outlined in the CHS Registration Policy, the registration process *requirements* are:

- successful completion of the **CHS Video Skills Screening and interview**;
- submission of a **criminal record check with the Vulnerable Sector Screening component** and a **standard, colour photo**;
- agreement to the terms and conditions outlined in the **CHS Freelance Interpreter Service Contract**.

Once these requirements have been met, the interpreter is deemed to be “CHS Registered” and is eligible to accept work from CHS. CHS Registered interpreters can work in any CHS region in Ontario and can participate in CHS Emergency Interpreting Service.

There are 5 steps in the CHS registration process:

- STEP 1:** Application
- STEP 2:** CHS Video Skills Screening
- STEP 3:** Interview
- STEP 4:** Submission of criminal record check *with* the Vulnerable Sector Screening component, colour photo, and signed contract
- STEP 5:** Photo identification issued

Step 1: Application

Candidates wishing to complete the CHS registration process must submit the following documents to CHS Registration:

- signed application form;
- current resume with three references.

The application form along with all supporting documents must be submitted by regular mail or email to:

Supervisor
Interpreter, Recruitment & Standards
CHS Interpreting Services
The Canadian Hearing Society
7-575 Thornton Road North
Oshawa, ON
L1J 8L5
Email: interpreting.registration@chs.ca

CASLI - certified interpreters (COI) are not required to take the CHS Video Skills Screening. CASLI – certified interpreters must send the completed application and proof of certification to the CHS Registration. The interview portion of the registration process will be arranged either at CHS regional office closest to the candidate’s primary residence or connect via Skype.

When an application is received at the CHS Registration, the Supervisor will:

- Confirm that the applicant is eligible to apply and has submitted all the necessary documents;
- Assign an CHS interpreter identification number to the applicant;
- Email the applicant the following:
 - a letter confirming that the application has been received
 - the applicant's interpreter identification number
 - the date, time, and location of the Video Skills Screening
 - information about the screening, including contact information for the proctor

Step 2: CHS Video Skills Screening

Once the applicant has received the confirmation letter from the Supervisor include the information which has confirmed the appointment and location of the screening along with proctor's contact name.

Performance Objectives

The CHS Video Skills Screening is composed of four (4) interview segments with Deaf participants representing regions from across the province and covering four (4) different scenarios. 32 miscues are allowed when interpreting from ASL–English. 25 miscues are allowed when interpreting from English–ASL. While results no longer identify level of interpreting/processing, the grammatical and conceptual accuracy of the interpretation is still reflected in the rating of miscues.

Rating and Notification

The candidate's performance in the Video Skills Screening is sent to the CHS Registration office for rating. It takes at least 8 weeks for the results of the Video Skills Screening to be sent to the candidate.

Videos are rated first in the ASL domain where they are marked on English–ASL performance. Candidates who are unsuccessful in the ASL domain will exit here and not be rated in the English domain. They will receive a letter from CHS Registration notifying them of the results and providing feedback on their performance in the English–ASL domain.

Candidates who are successful in the ASL domain will be rated in the English domain on their ASL–English performance. If they are unsuccessful they will be sent a letter from the CHS Registration office with their results and feedback on their performance in both the English–ASL and ASL–English domains.

Candidates who are successful in both domains will be sent a letter detailing their results, providing them with feedback on their performance, and informing them they have two (2) months in which to arrange an interview with CHS Interpreting Services.

NOTE: Raters will declare conflict of interest if they know the candidate personally or professionally.

Step 3: Interview

Candidates who are CASLI-certified interpreters or have been successful in the Video Skills Screening must contact Supervisor, Interpreter, Recruitment & Standards to arrange the interview. Interviews must be arranged within two (2) months of candidate's receipt of their Video Skills Screening results and can either take place in CHS regional office in which the candidate lives or connect through Skype for Business.

The interview focuses on the candidate's knowledge of the CASLI Code of Ethics and Guidelines for Professional Conduct and his/her suitability to represent CHS. It provides an

opportunity for both parties to clarify expectations.

Members of the interview committee will include the CHS Interpreting Services Supervisor/Manager.

Note: Candidates who do not contact Supervisor, Interpreter Recruitment & Standards for an interview within two (2) months of receiving their Video Skills Screening results will be required to begin the registration process again and a \$100.00 fee will apply.

Results

Candidates will receive an email from Supervisor, Interpreter Recruitment & Standards with their interview results with no more than a week after the interview takes place.

If the candidate is successful, the following additional information will also be included:

- a resume and three references for Human Resources (HR) to proceed
- a request for a criminal record check with the Vulnerable Sector Screening component;
- a proceed with HR on-line courses

Step 4: Documentation

Successful candidates will be asked to submit the following to the Supervisor, Interpreting Standards and Professional Development:

- An original report of a Vulnerable Sector Screening result. The report must show that a search date along with the result.
- One colour, photos;
- The original contract signed by the candidate.

The CHS Interpreting Services will reimburse candidates for the cost of the criminal record check once the original report and the receipts are received by the Supervisor, Interpreter Recruitment & Standards.

Step 5: Photo Identification Issued

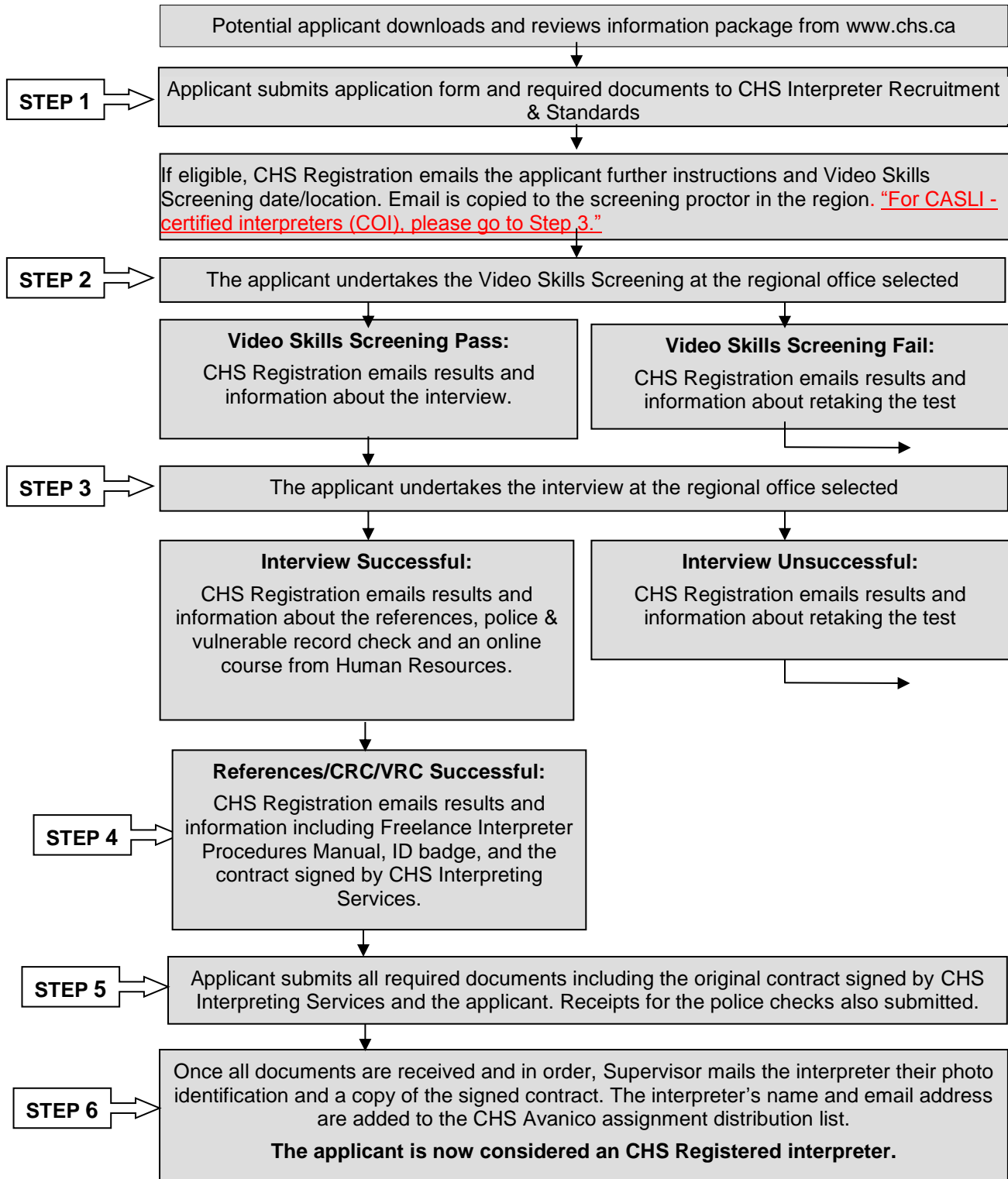
Once all documents are received, the applicant will receive by mail:

- a congratulatory letter;
- CHS photo identification;
- a copy of the CHS Interpreting Service Contract signed by CHS Interpreting Services and the candidate,
- CHS Freelance Interpreter Procedure manual and:
- information about participating in the CHS Emergency Interpreting Service.

The candidate is now considered to be a CHS Registered interpreter.

The interpreter's name and email address will be added to the CHS assignment distribution list.

CHS Registration Application Process Flow Chart



APPLICATION FORM

The last page of this information package is the application form. Please complete the following form and email as directed. Remember to include your current resume and three references along with a copy of your CASLI certification (if applicable).

CHS Registration Application Form

PLEASE PRINT CLEARLY

Name:				
Address:				
City:			Postal Code:	
Home Phone:			Cell Phone:	
E-mail Address:				
Please indicate the region where you wish to take the skills screening test. Note: This is the region where your primary residence is located. Check only one				
<input type="checkbox"/> Belleville	<input type="checkbox"/> Durham	<input type="checkbox"/> Hamilton	<input type="checkbox"/> Kingston	<input type="checkbox"/> London
<input type="checkbox"/> Ottawa	<input type="checkbox"/> Peel	<input type="checkbox"/> Peterborough	<input type="checkbox"/> Sault Ste Marie	<input type="checkbox"/> Sudbury
<input type="checkbox"/> Thunder Bay	<input type="checkbox"/> Toronto	<input type="checkbox"/> Waterloo	<input type="checkbox"/> Windsor	<input type="checkbox"/> York (Newmarket)
Please indicate your 1st, 2nd and 3rd choice for the screening periods below.				
Choice (1, 2 or 3)	Two Week Screening Period:			
Screening Schedule in 2019				
Two-week screening period		Appointments must be made by		
January 21- February 1, 2019		Thursday, December 20, 2018		
June 10 - 21, 2019		Thursday, May 23, 2019		
September 30 – October 11, 2019		Thursday, September 5, 2019		
November 25 – December 6, 2019		Thursday, October 31, 2019		
Special note: At the CHS Toronto location only, screening is available at any time. You do not need to follow the above schedule; however, we will need two weeks advance notice to prepare the screening.				
Signature: _____			Date: _____	
Mail: 1. This signed application form 2. Your current resume with three references 3. If you are CASLI-certified, a copy of your certification.			TO: Supervisor, Interpreter Recruitment & Standards CHS Interpreting Services The Canadian Hearing Society 7-575 Thornton Road North Oshawa, Ontario L1J 8L5 Email: interpreting.registration@chs.ca	

