

***Union County, Georgia
LEP Plan***

September 19, 2024



As a recipient of federal and state funding, Union County takes reasonable steps to ensure meaningful access to our programs and activities by limited English proficient (LEP) persons.

What does it mean to be Limited English Proficient (LEP)?

Limited English Proficient (LEP) refers to persons for whom English is not their primary language and who have a limited ability to read, write, speak, or understand English. This includes those who have reported to the U.S. Census that they speak English less than very well, not well, or not at all.

LEP individuals do not speak English as their primary language and therefore have a limited ability to read, write, speak, or understand English. Many LEP persons are in the process of learning English and may read, write, speak, and/or understand some English, but not proficiently. LEP status may be context-specific – an individual may have sufficient English language skills to communicate basic information (name, address etc.) but may not have sufficient skills to communicate detailed information in English.

Framework for Deciding when Language Services are Needed

Union County will take the following three steps to ensure meaningful access to its programs, services, and activities for LEP individuals in a manner that balances the following three factors.

1. The number or proportion of LEP persons eligible to be served or likely to be encountered by the agency;
2. The frequency with which LEP persons come into contact with the agency's services and programs;
3. The nature and importance of the agency's services and programs in people's lives; and

1. The number or proportion of LEP persons eligible to be serviced or likely to be encountered by Union County Government

The first step in determining the appropriate components of a Language Assistance Plan is understanding the proportion of LEP persons who may encounter our agency's services, their literacy skills in English, their native language, and if any are underserved as a result of a language barrier.

To do this, the agency evaluated the level of English proficiency and to what degree people in its service area speak a language other than English and what those languages are. Data for this review is derived from the United States Census and the American Community Survey. The most recent data available for the state were the ACS 2018-2022 five-year estimates.

Service Area Overview

Union County's services, activities, and programs are provided to an estimated population of 27,127 people spread over 322.09 square miles. Union County's service area includes the City of Blairsville and Suches and the service area's population includes four different language groups. Of the total service area 1.47% of the population of residents, report speaking English less than very well. Of that 1.47%, 1.20% of the LEP population is Spanish speaking. A breakdown of the language groups, and those speaking English less than very well, are shown below.

Label	Estimate	Percent
Total:	23,941	
Speak only English	23,045	96.26%
Spanish:	587	2.45%
Speak English "very well"	299	1.25%
Speak English less than "very well"	288	1.20%
French, Haitian, or Cajun:	81	0.34%
Speak English "very well"	81	0.34%
Speak English less than "very well"	0	0.00%
German or other West Germanic languages:	64	0.27%
Speak English "very well"	56	0.23%
Speak English less than "very well"	8	0.03%
Russian, Polish, or other Slavic languages:	51	0.21%
Speak English "very well"	20	0.08%
Speak English less than "very well"	31	0.13%
Other Indo-European languages:	26	0.11%
Speak English "very well"	0	0.00%
Speak English less than "very well"	26	0.11%
Korean:	0	0.00%
Speak English "very well"	0	0.00%

Speak English less than "very well"	0	0.00%
Chinese (incl. Mandarin, Cantonese):	0	0.00%
Speak English "very well"	0	0.00%
Speak English less than "very well"	0	0.00%
Vietnamese:	0	0.00%
Speak English "very well"	0	0.00%
Speak English less than "very well"	0	0.00%
Tagalog (incl. Filipino):	47	0.20%
Speak English "very well"	47	0.20%
Speak English less than "very well"	0	0.00%
Other Asian and Pacific Island languages:	10	0.04%
Speak English "very well"	10	0.04%
Speak English less than "very well"	0	0.00%
Arabic:	30	0.13%
Speak English "very well"	30	0.13%
Speak English less than "very well"	0	0.00%
Other and unspecified languages:	0	0.00%
Speak English "very well"	0	0.00%
Speak English less than "very well"	0	0.00%

2. The frequency with which LEP persons come into contact with Union County services and programs.

Union County employees do not frequently come in contact with individuals unable to communicate in English.

3. The importance of Union County's services to people's lives

Union County services, activities, and programs likely affect every community member and citizen in some way. Services, activities and programs are used daily by people who may have limited English proficiency. It is vital for all community members and citizens, regardless of their ability to speak English, to have access to all services, activities and programs as they are important to LEP person's lives.