Working with Employers
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Mission

Provide comprehensive, state of the art, resources and services for our students and recent graduates to enable them in meeting their needs for career development and employment opportunities (both coop and permanent). NCE also provides services to employers to foster successful work relationships with deaf individuals, for the mutual benefit of our students, graduates, employers, and NTID@RIT.
Major Responsibilities

- Advise students on job search preparation
- Co-teach Job Search Process course
- Manage NTID Job Fair
- Develop and coordinate student workshops on employment
- Coop visitation program
- Develop employers for coop and permanent jobs
- Manage on-site employer interview process
- Provide reasonable assistance to recent alumni
What are challenges students face in finding employment?

- Ignorance of deafness
- College not known
- Concerns about communication/safety
- Concerns about effort involved versus benefit to company
Examples of Barriers/Challenges

- Phone hang-ups to student calls to employers
- How to get employers to come to us?
- Relatively small number of companies recruiting on campus
- Non-response to employment advisor initiatives by phone, letter, e-mail
NCE Approach to Overcoming Barriers/Challenges

Marketing - raising awareness of NTID among employers
- Website
- Media
- Publications
- Presenting/Exhibiting at conferences
NCE Approach to Overcoming Barriers/Challenges

Employer development - building and maintaining relationships with employers
- Company visits
- On-campus orientations
- Co-op visits
- Consultations
NCE Approach to Overcoming Barriers/Challenges

Employer training - “Working Together: Deaf and Hearing People” to increase comfort in hiring and working with deaf persons

- Understanding Deafness (Listening Exercise & Deaf Culture)
- Essentials of Communication (Communication Barrier Exercise & Speechreading Exercise)
- Integrating Deaf Employees
Cooperative Education

Definition: Cooperative Education at RIT/NTID is defined as full-time, work experience directly related to the student’s field of study.

History of NTID (i.e. why and how it was established on RIT campus)
Student Benefits of Cooperative Education

Enhances classroom learning by integrating academic curriculum and real world work experience

Confirms career decision-making through on the job experience

Enhances affordability of college through employer-paid wages

Improves job opportunities after graduation

Teaches valuable job search skills (i.e. resume writing and interviewing techniques)
Employer Benefits of Co-op Education

Provides an excellent pool of well-prepared employees

Increases cost-effectiveness of recruitment and training (Studies show employers save money by using co-op to identify and train personnel)

Improves workforce diversity

Increases retention rates among permanent employees recruited and hired through a co-op program

Strengthens company relations with colleges and students (i.e. advisory boards and evaluations)
College Benefits of Co-op Education

Assists in the recruitment and retention of students.

Improves student and faculty access to state-of-the-art equipment and technology

Builds a positive relationship between the institution and the business community

Keeps college curricula up-to-date with changes in industry through constant input from the employment sector.
Where Do We Go From Here?