

Communication and Accommodations

At RIT/NTID, students learn strategies that facilitate communication and successful, productive interactions between deaf and hearing employees that benefit the entire organization.

NTID students are willing to go the distance—they work all over the country and the world.

RIT/NTID co-op students and graduates are ready to work and to go where the jobs are. No matter where you are located, you can look to RIT/NTID to fill a need for hard-to-find skilled employees at the associate and bachelor's degree level. RIT/NTID has a proven track record of successful graduate employment in all sectors of the economy. Leading national and international organizations as well as small local businesses have benefited from employing our graduates and co-op students.



We told the NTID Co-op and Career Center that we needed students with high technical skills—internet technology skills—that was our focus. We also needed students with camera and editing skills. Those are hard-to-find skills in the average college student. We found them in great numbers and were able to interview and pick the best of the best.

**University of California at San Diego
Moores Cancer Center**
La Jolla, Calif.



He was a phenomenal intern for us. To be honest, at first I was a bit nervous about how we would communicate and relate to each other, but it was really a non-issue throughout his whole internship. Not only did he have a fantastic work ethic, but his designs were great—the communication was really not an issue at all. We used instant message and e-mail, and we would use whiteboards, and it was just very smooth.

Disney Consumer Products
Glendale, Calif.



The diversity our deaf employee has brought to our team has made us so much better because he thinks in a different way than we do. His different perspective has definitely made a contribution to what we do.

Disney ESPN Media Networks
Bristol, Conn.



Background

NTID is one of nine colleges of RIT and is the world's first and largest technological college for deaf and hard-of-hearing students. NTID has been providing a state-of-the-art college education for deaf and hard-of-hearing students since it was established in 1968. Currently, close to 1,000 deaf and hard-of-hearing students from across the United States and many countries learn, live, and socialize with more than 17,000 hearing students on the RIT campus.

RIT in Brief

RIT RANKS AMONG THE BEST and is recognized annually by "U.S. News & World Report" as one of the best comprehensive universities in the North. It's ranked as one of America's "Best College Values" and among the nation's "Most Connected Campuses" by "The Princeton Review."

THE CAMPUS occupies 1,300 acres in suburban Rochester, N.Y., and has international campuses in Croatia, Dubai, and Kosovo.

SUCCESS IN THE MARKETPLACE in higher education, as in business and in government, is reflected in return on investment and positive outcomes that continue to be the indicators of money well spent. Looking at job placement by economic sector, over the past five years, 72% of deaf and hard-of-hearing RIT graduates have acquired jobs in business and industry, 21% in education/nonprofit and 7% in government.

RIT IS AN INTERNATIONALLY RECOGNIZED LEADER in preparing deaf and hard-of-hearing students for successful careers in professional and technical fields.

COOPERATIVE EDUCATION provides paid career-related work experience in many degree programs. RIT has the fourth-oldest and one of the largest cooperative education programs in the world, annually placing more than 4,500 students in more than 6,200 co-op assignments with more than 3,400 employers across the United States and overseas.

DEGREES: RIT/NTID offers associate, bachelor's, and graduate degree programs in highly technical fields.

OVER THE PAST FIVE YEARS, 95% of deaf and hard-of-hearing graduates who have sought jobs have found employment in business, industry, education, government, and other fields.

Contact us today.

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National Technical Institute for the Deaf
NTID Co-op and Career Center
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Choose Excellence



RIT National Technical Institute for the Deaf
Co-op and Career Center

rit.edu/ntid/nccc

Find the best employees. We can help.

Put the NTID Co-op and Career Center to work for you.

Getting the job done with qualified employees is critical. Finding them is easier than you think. Rochester Institute of Technology's National Technical Institute for the Deaf is the national leader in providing technical and career education for students who are deaf or hard of hearing. At RIT you will find students and graduates of the caliber that you need and want—high-tech, highly trained workers with hands-on experience who are motivated to succeed in the marketplace.

A Leader in Cooperative Education

RIT is a world leader in cooperative education—full-time, paid work experience directly related to a student's field of study. Nearly all students are required to complete a cooperative work experience (co-op) as part of their degree requirements.

RIT/NTID co-op students and graduates:

- > Offer you a choice of excellent job candidates with skills in information technology, engineering, business, graphic arts, science, and liberal arts who can hit the ground running.
- > Bring diversity to your workplace.
- > Provide low-cost, temporary, contract or summer staffing solutions.

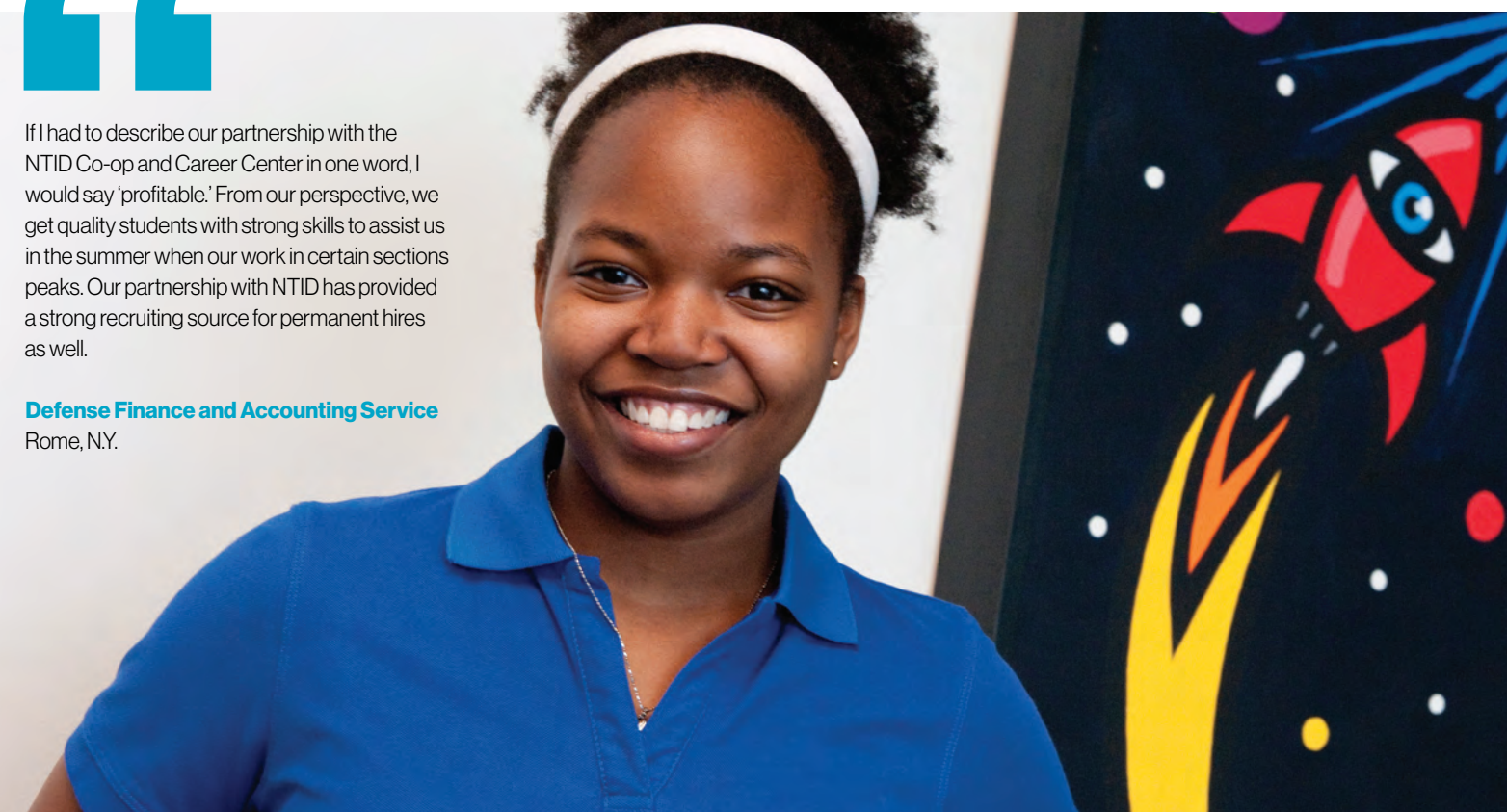
- > Give you employees trained in state-of-the-art processes on the latest equipment in high-demand technical fields.
- > Can provide insight into the wants and needs of a large and growing market segment of deaf and hard-of-hearing people.
- > Provide an additional source of dedicated, loyal, and motivated employees.

Hiring deaf and hard-of-hearing co-op students and graduates gives your organization a competitive advantage.



If I had to describe our partnership with the NTID Co-op and Career Center in one word, I would say 'profitable.' From our perspective, we get quality students with strong skills to assist us in the summer when our work in certain sections peaks. Our partnership with NTID has provided a strong recruiting source for permanent hires as well.

Defense Finance and Accounting Service
Rome, N.Y.



Choose from potential employees trained in fields that are in demand

RIT/NTID provides a two-tiered approach to training a national employee pool of individuals from all 50 states and from countries all over the world.

More than 500 students also complete **bachelor's and master's degrees** in majors that include:

Business

- > Accounting
- > Finance
- > Management
- > Management Information Systems

Computing

- > Information Technology
- > Computer Science
- > Networking and System Administration
- > Information Security and Forensics

Engineering

- > Civil
- > Computer
- > Electrical
- > Industrial
- > Manufacturing
- > Mechanical
- > Packaging Science

Health Sciences

- > Biomedical Sciences
- > Environmental Science

Imaging Arts and Science

- > Art and Design
- > Graphic Design
- > Imaging and Photographic Technology

Liberal Arts

- > Criminal Justice
- > Psychology
- > Professional and Technical Communication

Science

- > Biology
- > Science



Our two deaf employees had the technical skills that we needed, and they had the energy and enthusiasm that we needed, and in any job that we have, we find those are the two most important things. They showed it in their interviews and during the recruiting process and as co-ops working with us, so this was an excellent opportunity to hire them.

IBM
Austin, Texas



Customized recruiting: a resource for you

Skilled employment specialists from the NTID Co-op and Career Center (NCCC) will work with you to match students and graduates with co-ops and permanent jobs that are available in your organization. Take advantage of the following NCE services:

Job Postings

Post a position on our website at rit.edu/ntid/nccc/employers/post-job-online. Students and graduates can see your job posting on the website and contact you directly to apply.

Resume Reviews

Request resumes of students in your area of interest, and we'll send you a package of resumes submitted by candidates for your review.

Career Fair

Come to campus in October, National Disability Employment Awareness Month, for the NTID Career Fair, participate in employer panel discussions, meet hundreds of potential employees, and set up interviews on campus, if you wish.

On-Campus Interviewing

Visit campus and schedule interviews with pre-screened applicants, sign language interpreters provided.

Virtual Interviewing

Get assistance in setting up interviews for deaf and hard-of-hearing job candidates.

Employer Training

Schedule the award-winning workshop "Working Together: Deaf and Hearing People" and get valuable information about hiring deaf and hard-of-hearing employees and fostering successful work relationships.

Information and Materials

Consult with NCCC staff regarding accommodations and request materials about hiring and interviewing deaf people.

Corporate partnerships—an opportunity for you

Join the growing number of corporations and smaller companies, educational institutions, government agencies, and nonprofit agencies who partner with RIT/NTID in the following ways:

- Participating in the NTID Career Fair
- Supporting employer training activities
- Sharing expertise as a guest speaker or mentor
- Collaborating on research

Here are some of NTID's employer partners:

- > Aetna
- > American Red Cross
- > BNY Mellon
- > Caterpillar, Inc.
- > Central Intelligence Agency
- > Datto
- > Defense Finance and Accounting Service
- > The Dow Chemical Company
- > Federal Bureau of Investigation
- > General Electric
- > Google
- > IBM
- > Lockheed Martin
- > Merck
- > Microsoft
- > NASA
- > National Institutes of Health
- > National Security Agency
- > Naval Supply Systems Command
- > Northrop Grumman
- > Ohio Health
- > Ortho-Clinical Diagnostics
- > Paychex, Inc.
- > PNC
- > Sprint
- > 3M
- > Tesla Motors
- > Texas Instruments
- > The Learning Center for the Deaf
- > Tobyhanna Army Depot
- > Toyota

