

Facts for Employers about Cooperative Work Experiences for Deaf and Hard-of-Hearing Students at RIT/NTID

What exactly is a co-op?

At RIT/NTID, a co-op is defined as a full-time work experience over one or more semesters or summers related to a student's field of study. Students work directly for the employer and are held to the same standards and expectations as other employees.

The co-op advantage

Co-ops were designed to be, and still are, one of the most effective means for employers to acquire key talent. A co-op is a win-win experience for both students and employers—students learn about working in their field of interest, and the employer benefits from hiring a new employee who can hit the ground running. Since 1912, an RIT education has included one or more cooperative work experiences that provide students with the opportunity for practical paid work in fields related to their major.

Why should I hire an RIT/NTID co-op student?

- Students bring fresh perspectives, technical skills, ideas and knowledge to your workplace.
- With co-op students on board, your regular employees can take on new tasks and assignments.
- You have the opportunity to recruit the most promising students after graduation.
- Students act as goodwill ambassadors for your organization when they return to campus.
- Hiring deaf or hard-of-hearing co-op students or permanent employees adds diversity to your workforce.

How do I hire a co-op student?

Work with the NTID Center on Employment (NCE) and take advantage of an array of services. You can:

- Request resumes of students for your staffing needs.
- Let us post your position online.
- Come to campus to conduct interviews here. We'll set them up.
- Plan to attend our annual Job Fair where several hundred students will impress you with their skills and qualifications.
- Find out about the latest communication technology and use it to interview students here on campus from your office.
- Learn more about communicating with and integrating a deaf or hard-of-hearing student into your workplace.

The National Technical Institute for the Deaf (NTID), one of the nine colleges of Rochester Institute of Technology (RIT), is the world's first and largest technological college for deaf and hard-of-hearing students. Among RIT's more than 18,000 full- and part-time students are more than 1,200 deaf and hard-of-hearing students from the United States and other countries.

The Gleason Works has had the pleasure of hosting summer internships for students in the Computer Integrated Machining Technology program at NTID since 2013.

“We are very impressed with our co-op student’s job readiness and knowledge. His machining aptitude has allowed our company to expose him to a variety of advanced manufacturing processes. He continues to add value to our team as a full time Gleason employee in our Precision Grinding Department. We are excited to continue our partnership with NTID as an established pipeline for future manufacturing talent.”

—*The Gleason Works*

Do I need a contract with RIT/NTID to hire a co-op student?

No contract is necessary. Your co-op student is registered for a co-op at RIT. You receive a link for an online evaluation site where you give feedback about the student’s performance and your co-op experience.

How much do I pay the co-op student?

The pay is flexible or negotiable depending on the rate for this type of work in your area. NCE staff members are always available if you need advice.

Do I assist with housing during the co-op?

Normally students are responsible for finding housing. Some employers do make recommendations on living quarters convenient to their locale.

What responsibilities do I have as a co-op employer?

All programs require that you complete an online performance evaluation for the student at the conclusion of the co-op.

“RIT/NTID co-op students come to us prepared to work hard and learn all they need to know to make an impact during their time with us. The co-op experience not only helps the students by providing real-world lab experience, but teaches the workgroup new ways of interacting and communicating with each other, all while moving our projects faster to completion.”

—*The Dow Chemical Company*