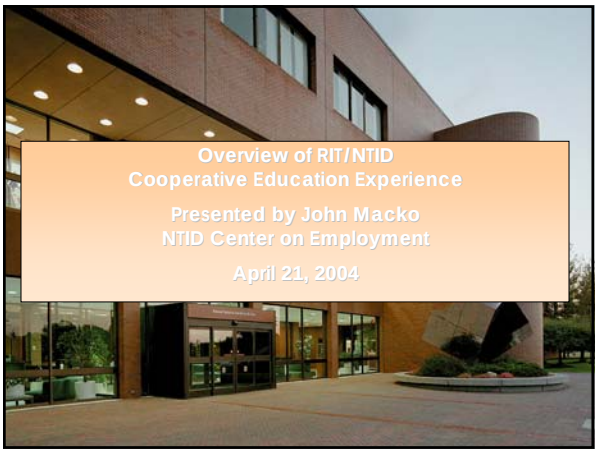
## Welcome




## Rochester Institute of Technology (RIT) & National Technical Institute for the Deaf (NTID) Background

- NTID is one of the 8 colleges of RIT
- Approximately 1,100 deaf and hard-of-hearing in NTID/RIT, 15,000 total in RIT
- Academic programs: NTID - Associate; RIT – Bachelor and Master degrees
- Almost half of the deaf students are enrolled in other RIT colleges, supported by NTID
- RIT has one of the oldest and largest cooperative education programs in the world, almost all academic programs require one or more co-op

## 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)

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## 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.

## Society Benefits of Co-op Education

Builds a globally competitive workforce

Fosters respect for work and increases personal responsibility

Provides financial resources for college to students from all income levels. This is particularly important for low and middle income families

Saves federal dollars by providing student paid wages to help with college expenses

## Issues to Consider When Setting Up a Co-op Program

Involving faculty
- a) The willingness to consider a co-op program
- b) Co-op can be part of successful curriculum

Involving administrators
- a) The willingness to hire staff to operate the co-op program

Involving co-op requirement
- a) A minimum of 35 hours per week is considered full time
- b) A minimum of 350 hours is required in order to get credit for 1 quarter of co-op

## Issues to Consider When Setting Up a Co-op Program

Involving co-op credits
- a) Required
- b) Optional

Involving cost
- a) Human
- b) Physical
- c) Financial

Involving status
- a) Faculty
- b) Professional Staff

## NTID Center on Employment Services

Assists deaf NTID/RIT students with job searches

Offers orientation and training programs for employers

Arranges for employers to recruit on-campus, post-jobs, and request resumes

Loans TTY and phone signalers to deaf students on a short-term basis for co-op

Is available for consultation before, during, and after the hire

Coordinates faculty and staff visits to selected co-op students and their employers

NTID Annual Job Fair

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