

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

The National Technical Institute for the Deaf (NTID), one of the eight 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 16,000 full- and part-time students are nearly 1,200 deaf and hard-of-hearing students from the United States and other countries.

The Co-op Advantage

For most students, a college education is all about getting a job in their field of interest after graduation. Since 1912, an education at RIT has included one or more cooperative work experiences that provide students with the opportunity for practical paid work in fields related to their major. 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.

What exactly is a co-op?

At RIT/NTID, a co-op is defined as a full-time work experience over one or more quarters (10 – 20 weeks) directly 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.

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

- Co-op students produce immediate and valuable results at a relatively low cost.
- Students bring fresh perspectives, 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?

The NTID Center on Employment (NCE) offers an array of services you can use:

- Request resumes of students for your staffing needs.
- Let us post your position online and on our bulletin board in a much traveled hallway!
- 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 the integration of a deaf or hard-of-hearing student in your workplace.

Contact us at 585-475-6219 (voice/TTY) and talk with an employment specialist.

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 a performance evaluation for the student online at the conclusion of co-op.

Working with 'our' three NTID co-op students has been one of the best experiences of my Kodak career. They are valued assets in our organization.

Eastman Kodak Company

We have really enjoyed working with our NTID student. She was highly receptive, intelligent, easy to communicate with, and her work ethics were superior.

Naval Training Center