

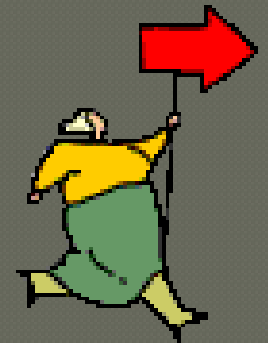


Hiring Employees who are Deaf or Hard of Hearing as your Competitive Advantage

Steven Snow : Executive Director, Idaho Council for the
Deaf and Hard of Hearing

Overview

- Advantages of hiring target group.
- Use of Communication methods & technologies in hiring process.

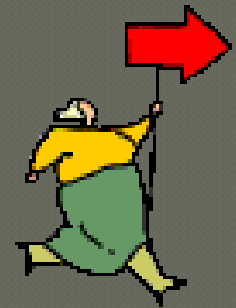


Numbers Talk!

- As of 2023, 250,000+ Idahoans have hearing loss
 - – Less than half of these individuals are currently employed or are seeking employment.

*The Competitive **Advantage***

- ◉ Diversity.
- ◉ Increased Productivity – focused.
- ◉ Long-term employee commitment.
- ◉ Lower overall employee costs.
- ◉ Positive community involvement.



Reducing Turnover & Increasing Employee Loyalty

- 2019 Research by the University of New Hampshire: turnover rate among people with disabilities is just 20% However, their non-disabled coworkers had a turnover rate of 45%
- Chicago Marriott: Experienced 32% overall turnover after they began hiring people with disabilities. Normal turnover rate within hotel industry: 50%

6 Great Reasons to Hire Deaf Employees

- **Adaptable**

People who are deaf spend much of their lives finding ways to adapt within hearing culture. **Because of this, deaf employees may exhibit impressive patience and flexibility in the face of a challenge.**

- **Mediators**

People who are deaf become talented at bridging communication and cultural gaps in everyday situations. **This can translate into strong problem solving and interpersonal skills.**

- **Perspective**

Deaf employees bring a unique perspective to the team. **Because their background and life experiences are inevitably different than their hearing colleagues', an individual who is deaf/HoH might suggest services, features, or marketing ideas that other employees would never have even considered.**

6 Great Reasons to Hire Deaf Employees

- **Safe and Reliable**

Studies have shown that workers with disabilities are viewed as dependable, loyal, and responsible. They also tend to have overall positive job performance ratings. **One study found that deaf/ HoH employees rank among the highest safety ratings in the workforce!**

- **Hard Workers**

Since deaf job candidates often face discriminatory hiring practices, it can be a challenge just to get a foot in the door. **Deaf employees tend to work hard to secure their position and seek opportunities for career advancement.**

- **Synergy**

Adding diversity provides all employees the opportunity to work on effective communication and cooperation skills, while challenging people to explore new perspectives. **A workplace that employs deaf individuals can enrich the culture of their entire organization!**

Options for Access in Hiring Process and Employment

- Internet technology and its effect on interactions.
- Textual, visual and real-time alternatives

Reasonable Accommodations

- ◉ Interpreters.
- ◉ CART/Speech-to-Text service providers.
- ◉ Auxiliary Aids.
- ◉ Access to Adaptive Technology.



In-Person Sign Language Interpreter

- When possible, in person interpreting is by far the best option.
- Can do a much better job of reading body language and facial expressions.
- There are few potential barriers to communication if the speaker, the listener and the interpreter are all in the same place.



Video Remote Interpreting (VRI)

- Video-conferencing technology to provide interpretation.
- Video interpretation saves money or time
- What is needed?
 - Web camera(s).
 - Display screen (iPads, etc.)
 - Microphone/speaker.
 - Software.
 - Fast internet connection.



Interactive Communication Devices

- Two pre-programmed devices such as iPads, laptops.
- Each device sends and displays messages to other device.
- Typed messages aids face-to-face communication
- Doesn't work for all individuals



Thank you! Any Questions?

- For comprehensive training,
please contact us at

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