



EMPLOYMENT SERVICES

FOR DEAF & HARD OF HEARING PEOPLE

EMPOWERING BUSINESSES TO HIRE, RETAIN AND ACCOMMODATE PEOPLE WITH HEARING LOSS



Who Can Benefit?

- :: Employers & their Businesses
- :: Employment Agencies
- :: Deaf & Hard of Hearing Job Seekers

What HSDC Can Do For You

- :: Place **qualified workers** in appropriate positions.
- :: **Evaluate the progress** of both employers and employees to maximize success.
- :: Provide **cost effective accommodations**, enabling Deaf and hard of hearing employees to successfully perform job functions.
- :: Develop **training and communication** methods which best match an employee's strengths.
- :: Explain to employers how best to **work with people** who are Deaf or hard of hearing.
- :: Describe **guidelines and applications** of the Americans with Disabilities Act (ADA).

HEARING, SPEECH & DEAFNESS CENTER (HSDC)

Over 70 Years of Nonprofit Service

Employers and employment agencies are always looking for skilled workers, regardless of the labor market. However, many overlook the large pool of qualified individuals with hearing loss - people who can be a substantial asset to any business.

Meeting A Community Need

A partnership between HSDC and Washington Division of Vocational Rehabilitation (DVR), the goal of Project H.I.R.E. (Hiring Individuals with disabilities Ready for Employment) is to provide job placement to clients who are prepared for immediate employment in jobs that:

- :: Are permanent, full-time (at least 35 hours a week)
- :: Pay mid-to-high salaries with benefits; and
- :: Match a high-demand occupation.

Project H.I.R.E is funded by DVR with federal funds from the American Recovery and Reinvestment Act. This service is specifically for job seekers who are new to DVR, or not currently receiving services from DVR.



HSDC's focus is providing job search preparation, job placement and coaching to support job success for Deaf professionals. We provide these services from our Seattle and Bellingham offices to residents of thirteen counties across Western Washington*, and work with companies to support their recruiting, employment and retention of professionals with hearing loss.

Services are by appointment, at no cost to employers or prospective employees. HSDC also carries assistive technology products, with sales helping to support Center programs.

Our Professional Staff

HSDC's staff includes highly skilled professionals, with specialized experience and Master's degrees, who sign fluently. The Hearing, Speech & Deafness Center is a nonprofit agency with over 70 years of experience in serving the community.

* *Serving King, Snohomish, Jefferson, Clallam, Pierce, Kitsap, Grays Harbor, Thurston, Mason, Whatcom, Skagit, San Juan, and Island counties.*

HSDC provides a distinctly personal approach to services for both the employee and the employer, placing Deaf and hard of hearing people in suitable positions.

BENEFITS TO EMPLOYERS & BUSINESSES



HSDC works one-on-one with your company to determine your specific hiring, retention and accommodation needs. We then carefully screen and evaluate prospective employees, providing an efficient and effective placement and follow-up process. Our many years of experience with Deaf and hard of hearing community members help us anticipate obstacles and build practically and ethically on the assets of the individual and the team.

People With Disabilities...

- :: Tend to have **higher** job retention and attendance rates.
- :: Represent a great **untapped resource** to fill employment needs.
- :: Help meet company goals for workplace **diversity**.
- :: May **qualify** your business for federal tax credits.
- :: Make up a large part of our population. Having people with disabilities on your staff sends a **positive message** that your company welcomes all customers and clients.

BENEFITS TO PROSPECTIVE EMPLOYEES



Beginning with an evaluation of the client's vocational skills and goals, our specialists provide support in tailoring a resume, arranging job interviews in targeted occupations, and interview preparation.

HSDC Works With You To Address The Following...

- :: Arranging an American Sign Language (ASL) or other interpreter
- :: Disclosure of disability
- :: Americans With Disabilities Act (ADA) accommodations
- :: Orientation and workplace team building services

We strive to match your talents to an employer's needs. HSDC will follow-up with prospective employers after an interview to provide meaningful feedback, and after a hire to ensure smooth communication and continued success.

HSDC takes an asset/ability based approach to employment services - and for Deaf job seekers, a bilingual (English & ASL) and bicultural approach - building respect, confidence, and enthusiasm.

Pre-Employment. We offer workshops to address key aspects of job preparation, as well as one-on-one consultation and guidance. We discuss appropriate business attire, cultural etiquette related to business communication, and give recommendations for requesting and using an ASL interpreter professionally. Additionally, we address current and emerging technologies which can assist in communicating effectively with an employer and co-workers, and explore the unique assets a Deaf or hard of hearing person brings to the workplace.

Job Placement. We are available as a resource to employers who may have questions regarding accommodations, technology, government incentives, and follow-up services. This can help ease concerns and streamline processes to make the most of the new employee's skill set.

Job Retention. We provide technical assistance to the new employer and employee to maximize the comfort and communication level of the team. Soon after hire, we offer a staff training workshop for team building, cultural awareness, and bilingual communication in the workplace with an introduction to ASL. We also cover Business English for the employee customized to their workplace. Lastly, we ensure that everyone is on the same page regarding expectations and resources for career advancement.



Please contact us to learn more or schedule an appointment...

HEARING, SPEECH & DEAFNESS CENTER

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