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## Placement Work with Deaf People

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## PLACEMENT WORK WITH DEAF PEOPLE

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Mr. Rose, the panel chairman, in opening the discussion stated that all of the panelists were directly involved in the placement of hearing-impaired individuals and therefore they would "hear it like it is."

Glenn Anderson and Albert Sonnenstrahl are both involved in the placement of hearing-impaired in Detroit. They serve what are termed "hard core deaf." Placement to them must go beyond finding a job and plugging the client into a slot. Often it involves inculcating social and educational skills to ensure and maintain employability. On-the-job training and follow-up are utilized extensively.

Mr. Anderson, himself black and deaf, is acutely aware that these two physical signs can at times serve as a dual handicap. He is addressing himself to the removal of these "handicaps" for the many black deaf men and women whom he serves.

Mr. Sonnenstrahl, as a consultant for the Michigan State Employment Service, has long been aware of the fact that it is not employability but under-employability that is the most severe problem facing hearing-impaired individuals.

His sentiments were echoed by both Vic Maguran of the National Technical Institute for the Deaf and Bob Werner of Gallaudet College. Notwithstanding the fact that these two individuals serve hearing-impaired individuals who have obtained a post-secondary education, they must work to insure that trained individuals are given the opportunities commensurate with their skills.

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To this end, NTID devotes a great deal of time to orientation of prospective employers to make them aware of the potentiality of the hearing-impaired. Vic Maguran presented a slide presentation entitled "Why Should You Put a Deaf Person on Your Payroll?" Starting with a question, the presentation included many reasons to hire, such as productivity and stability.

Bob Werner described Career and Government Day programs at Gallaudet College whereby potential employers from government and private industry attend workshops on the campus and learn from deaf college students themselves that their aspirations and abilities are not unlike those of hearing college students. Following the workshops, the seniors at Gallaudet are invited to meet with the personnel representatives for interviews. Thus, Gallaudet seniors, like their hearing brothers and sisters on other college campuses, are able to participate in on-campus interviews. The difference is that the personnel people go through an orientation before they meet the students. The first Government Day program resulted in over 20 per cent of the senior class being hired into professional government employment.

The need for more employer contact, efforts to increase the employability of the "hard core deaf" and the need for more training facilities were discussed at length with the audience participating.

All of this reinforced the fact that placement, the end product of rehabilitation, is what rehabilitation is all about.