

Key Findings

Reasons Why Companies Hire Deaf:

- Executives who are PWD champions
- DEI initiatives within the company
- Note: **Incentives are not the driving force for hiring**

Challenges Encountered by Companies Hiring Deaf:

- limited talent acquisition channels
- sourcing of interpreters
- defining reasonable accommodation
- on-site company interaction path for promotion

Strategies of Companies Hiring Deaf:

- dedicated personnel who study FSL
- separate one-on-one sessions with Deaf hires
- manual of procedures
- visual materials
- web-based trainings for employees

Challenges Encountered While Working with the Deaf:

- Mentoring and coaching the Deaf
- Communicating
- Understanding Deaf's written communication

Reasons Why Companies Do Not Hire Deaf:

- Jobs that involve speaking and hearing
- No idea how to process deaf applicants
- No budget for accommodation needs
- No deaf applicants

Expressed Needs of Companies Hiring Deaf and Companies to Start Deaf Hiring:

- Orientation on Deaf culture, training & learning opportunities
- Sign language interpretation
- Mentoring & coaching HR staff and team leads on Deaf hiring

DISSECTING COMPANY EXPERIENCE AND PERCEPTION ON DEAF HIRING

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Research Objectives

Identify perceived and actual challenges of companies regarding hiring and working with Deaf talents

Participants' Profile Industry Representatives

Position: Middle-Level Managers (57.58%)

Sector: 14 from government agencies and 28 from private entities

Hiring Status: Not hiring Deaf (60%)

Recommendations

For Industry Partners:

- ✔ Develop DEI champions
- ✔ Intensify Learning & Development (FSL, Deaf culture, DEI, Deaf competencies)
- ✔ Start PWD/Deaf Hiring
- ✔ Assess talent pay scale
- ✔ Look into career progression of talents

For Academe, Government & Service Providers:

- ✔ Produce more interpreters
- ✔ Intensify mentoring/coaching of HR Staff & Teams
Leads re: Deaf Hiring & retention
- ✔ Intensify mentoring/coaching of Deaf talents on career search & development
- ✔ Enhance English learning & proficiency (written)
- ✔ Offer executive course on DEI
- ✔ Review PWD hiring incentives & process

For Deaf:

- ✔ Enhance skills and English proficiency
- ✔ Reach out to companies and apply
- ✔ Self-advocate on needed accommodations, support & service

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