Career Selection for Teens and Young Adults with Hearing Loss
Agenda

- Does hearing loss affect job prospects?
- Does hearing loss affect income?
- Does education affect employment?
- Does education affect income?
- Does money buy happiness?
- Future Job Trends
- Good job choices for People with Hearing Loss
- Ontario Human Rights Code
- FM Products for Work
Can your Hearing Loss affect your job prospects…

UK Statistics (May 2000)

- 15 percent of deaf and hard-of-hearing people of working age are unemployed compared to 6 percent of the hearing population.
- In the 25-45 age group 22 percent of deaf or hard-of-hearing people are unemployed. This is more than four times the unemployment rate for people with normal hearing in the same age group.
- 70 percent of the respondents in the survey said their deafness had prevented them from getting a job.
- 68 percent felt that looking for work was a problem because their communication needs were not understood.
- 74 percent of the respondents said that opportunities for promotion were fewer than for their hearing colleagues.
Can hearing loss affect your income?... only if you don’t wear your hearing aids and FM.

- Better Hearing Institute February 2011: Consequences of Untreated Hearing Loss
- Surveyed 40,000 American Households
- People with untreated hearing loss lose as much as $30,000 in income annually, depending on their degree of hearing loss.
- Use of hearing aids and FM was shown to reduce the risk of income loss by 90 to 100 percent for those with milder hearing loss, and from 65 to 77 percent for those with severe to moderate hearing loss.
Kochkin urges employers to encourage the use of hearing aids in the workforce by taking one or more of the following steps:

- Create a corporate climate where hearing loss is acceptable. This may positively affect workers who feel stigmatized and hide their hearing loss on the job.
- Cover hearing aids in corporate insurance plans.
- Provide easy accommodations, such as moving an employee's desk away from noisy hallways or installing a phone that amplifies high frequencies.

Read more: [http://www.disabled-world.com/disability/types/hearing/unaddressed.php#ixzz1TuDeT0ta](http://www.disabled-world.com/disability/types/hearing/unaddressed.php#ixzz1TuDeT0ta)
How else can you protect yourself from loss of income…Get Educated!

**Education pays:**

<table>
<thead>
<tr>
<th>Unemployment rate in 2010 (%)</th>
<th>Median weekly earnings in 2010 ($)</th>
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</thead>
<tbody>
<tr>
<td>1.9</td>
<td>Doctoral degree</td>
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<tr>
<td>2.4</td>
<td>Professional degree</td>
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<tr>
<td>4.0</td>
<td>Master's degree</td>
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<tr>
<td>5.4</td>
<td>Bachelor's degree</td>
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<tr>
<td>7.0</td>
<td>Associate degree</td>
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<tr>
<td>9.2</td>
<td>Some college, no degree</td>
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<tr>
<td>10.3</td>
<td>High school diploma</td>
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<tr>
<td>14.9</td>
<td>Less than a high school diploma</td>
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</tbody>
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Average: 8.2% | Average: $782

Unemployment Rate by Education 2009/10 Statistics
Canada

Unemployment Rate

National  8.4
8 years or less  15.5
Some HS  16.3
HS Diploma  9.1
Some PS  10.3
College Diploma  6.9
University Degree  5.2
Unemployment Rate vs Employment Rate

- **Unemployment**, as defined by the International Labour Organization, occurs when people are without jobs and they have actively looked for work within the past four weeks.

- If someone is not actively looking for work, then they are not considered “unemployed”

- The Organization for Economic Co-operation and Development defines the employment rate as the employment-to-population ratio. This is a statistical ratio that measures the proportion of the country's working-age population (ages 15 to 64 in most OECD countries) that is employed.
Employment Rates by Level of Education

- No degree, certificate or diploma: 54.4% (Alberta), 47.0% (Canada)
- High school graduate: 75.9% (Alberta), 70.7% (Canada)
- Some post-secondary: 70.0% (Alberta), 65.4% (Canada)
- Post-secondary certificate or diploma: 82.9% (Alberta), 79.2% (Canada)
- University degree: 83.3% (Alberta), 81.5% (Canada)
We know education gets you more money…But, can money buy happiness?

- 2010 Study Princeton University's Woodrow Wilson School,
- Answer: Sort of — up to about $75,000 a year.
- The lower a person's annual income falls below that benchmark, the unhappier he or she feels.
- But no matter how much more than $75,000 people make, they don't report any greater degree of happiness.

Read more: http://www.time.com/time/magazine/article/0,9171,2019628,00.html#ixzz1TuRdOhzd
Trends for the Future…some advice from various sources

- Things to watch for…
  - **Automation.** E.g. Manufacturing
  - **Remote Out-Sourcing.** E.g. Tech support, software programming: Can be done remotely eg India
- Look for a career that requires a very high level of skill or creativity such as being a writer, designer, inventor, marketing strategist.
- Learn a trade or skill that requires hands on presence such as a carpenter, nurse, physician, dental hygienist, or hair stylist.
- Essentially you want to pick a career that requires your physical presence and that can not easily be done remotely.
List of High Skill Jobs in Demand in Canada (Immigration)

- Primary Production Managers (Except Agriculture)
- Professional Occupations in Business Services to Management
- Insurance Adjusters and Claims Examiners
- Biologists and Related Scientists
- Architects
- Dentists
- Pharmacists
- Dental Hygienists & Dental Therapists
- Psychologists
- Social Workers
- Mechanic Trades
- Restaurant and Food Service Managers
- Specialist Physicians
**List of In-Demand Skilled Jobs II**

- General Practitioners and Family Physicians
- Physiotherapists
- Registered Nurses
- Medical Radiation Technologists
- Licensed Practical Nurses
- Chefs
- Cooks
- Carpentry Trades
- Electricians
- Plumbers
- Welders & Related Machine Operators
- Heavy-Duty Equipment Mechanics
- Crane Operators
- Drillers & Blasters - Surface Mining, Quarrying & Construction
- Supervisors, Oil and Gas Drilling and Service
Summary

- Obtain post-secondary training in a marketable skill, trade, profession
- Choose a career that cannot be outsourced or automated...in other words, needs you to personally do the task
- Choose career that does not demand excellent hearing...that’s easy, since very few jobs truly require perfect hearing
- Make sure it pays you enough to support your standard of living (so you can be happy)
- Protect your on-line image...don’t post anything compromising.
Personal Journey

- Chose Audiology. Why?
- Aging population needs hearing aids and ALD’s
- Cannot be automated
- Cannot be out-sourced to another country
- Requires education
- Highly skilled
- Low-noise environment...easy on the ears
- Fits my personal areas of interest...biology, sound, health care
L: LIKE.
  - Do you LIKE the career?

M: MARKET
  - Is there a MARKET for your career?

M: MONEY
  - Does this career make enough MONEY for your standard of living?

A: AUTOMATION
  - Can a machine or software do your job?

O: OUT-SOURCED
  - Can you job be out-sourced to another country?

EARS: Is good hearing critical to perform this job?
Teacher

- **LIKE**: Would you LIKE to be a teacher?
- **MONEY**: $37,043 - $73,472
  - Pension Plan: $107 billion
  - Full retirement with your 85 factor (age + years of work) or at age 65. Eg, 55 years old + 30 years = 85.
  - 10-12 weeks vacation
- **MARKET**: Macleans Magazine…fewer school aged children, lots of teachers, teachers not retiring…fewer jobs
  - High job security when you do get a job
- **AUTOMATED**? Not really
- **OUT-SOURCED**? No
- **EARS**: Classroom teacher requires ability to hear…Hearing Resource Teacher may be better choice?
Audiologist

- **LIKE:** Would you like to be an audiologist?
  - Warning: Geriatrics not same as pediatrics or educational audiology

- **MONEY:** $45,000 - $75,000
  - Reasonable job security…but no union protection.
  - Opportunity for business ownership

- **MARKET:** Yes, there is a need for audiologists due to aging population

- **AUTOMATED?** No

- **OUTSOURCED?** No.

- **EARS?** Excellent hearing not required
Electrician

- **LIKE**: Would you like to be an electrician?
- **MONEY**: Salary range: $24,832 – $105,000
  - Data suggest only 2 weeks vacation
  - Opportunity for own business
- **MARKET**: You bet…Canada needs trades
- **AUTOMATED?**: No
- **OUTSOURCED?**: No
- **EARS**: Excellent hearing not required
Nursing (RN: University)

- **LIKE:** Would you like to be a Registered Nurse?
  - Patients requires patience
- **MARKET:** Very high demand!
- **MONEY:** $35,000 - $84,000
  - 3 weeks vacation
- **AUTOMATED?** No
- **OUTSOURCED?** No
- **EARS:** YES! Need to use a stethoscope and listen for heart beeps, breath sounds, blood flow. Amplified Stethoscopes available.
LIKE: Would you like to be a dentist?
  - Opportunity for business ownership
  - High suicide rate

MONEY: $54,135 – $188,690
  - 3 weeks vacation

MARKET: Yes, there is a demand for dentists

AUTOMATED? No

OUTSOURCED? No

EARS? Perfect hearing NOT required. Patient doesn’t talk anyways.
Product Marketing Manager

- LIKE: Would you like to work for a company?
  - Corporate culture…can be hard on people with hearing loss
  - Glass ceiling definitely exists for anyone with a disability

- MONEY: $49,480 - $106,672
  - 3 weeks vacation

- MARKET: Yes, but you can’t be a Product Manager right away…need to get promoted into the position

- AUTOMATED: No

- OUTSOURCED: No

- EARS: Tough question to answer. Lots of schmoozing involved
http://www.ohrc.on.ca/en/issues/disability

Employment

5. (1) Every person has a right to equal treatment with respect to employment without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, record of offences, marital status, family status or disability. R.S.O. 1990, c. H.19, s. 5 (1); 1999, c. 6, s. 28 (5); 2001, c. 32, s. 27 (1); 2005, c. 5, s. 32 (5).
“disability” means,

(a) any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device,

(b) a condition of mental impairment or a developmental disability,

(c) a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language,

(d) a mental disorder, or

(e) an injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997; (“handicap”)
The “duty to accommodate” is the legal obligation that employers, unions, landlords and service providers have under the Code to meet the needs of persons with disabilities.

The goal of accommodation is to allow equal benefit from and participation in services, housing, or the workplace.

Accommodation is a shared responsibility. Everyone involved, including the person seeking accommodation, should co-operate in the process, exchange relevant information, and explore accommodation solutions together.
Responsibilities as a person with Hearing Loss

- Tell your employer, union, landlord, or service provider what your disability-related needs are as they relate to your job duties, tenancy, or the services being provided.
- Provide supporting information about your disability-related needs, including medical or other expert opinions where necessary.
- Participate in exploring possible accommodation solutions.
Peter’s Advice

- Do not reveal hearing loss in job application or on resume
- During job interview, focus on skills you do have not on disability
- Make it easy for employer to want to hire you…reassure them that it will be easy to accommodate you.
- After receiving job offer, good time to discuss accommodations
- Use FM technology!!!!!
Using FM Technology at Work

- SmartLink or iCom with Bluetooth Phone
- E-Learning
- Web-conferencing
- Staff meetings
- Training sessions
- Communicating with customers
- Audiology testing
- Multi-talker network
SmartLink+  ZoomLink+  EasyLink+

Dynamic FM for adults and teenagers
SmartLink+ Product features

SmartLink is the ultimate wireless microphone featuring:

- Dynamic FM
- Multiple microphone settings
- Latest Bluetooth version for simple cellphone and MP3 use (A2DP)
- SoftLanding technology
- Audio input for wireless TV and audio enjoyment
- A separate GPS Mode
- Fast-charging battery
- Hearing instrument remote control
A versatile wireless microphone featuring:

- Dynamic FM
- Multiple microphone settings
- SoftLanding technology
- Audio input for wireless TV and audio enjoyment
- A separate GPS Mode
- Fast-charging battery.
Disclosure

- When should you reveal you have a hearing loss?
  - NOT on resume
  - NOT on job application
  - Maybe during interview
  - Maybe after you get the job
  - ONLY if it is relevant