

DEAF WORKS EVERYWHERE

A CAREERS INFORMATION TOOLKIT FOR SENSORY SUPPORT PROFESSIONALS

RESOURCES



National
Deaf Children's
Society

THE CAREERS &
ENTERPRISE
COMPANY

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RESOURCE 0.1: SWEET JARS











RESOURCE 1.1: **NUMBER CARDS**

Print these cards and cut them out along the dotted lines to play the 1–20 number game. Have access to a laminator? Why not laminate them and use them again and again!

1

2

3

4

5

6



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20



RESOURCE 1.2

JOB NAMES

Use this list to prompt your group when they run out of job name ideas during the job names ice breaker activity. Feel free to add more as you go!

A <ul style="list-style-type: none">● Accountant● Actor● Archaeologist● Art Teacher	H <ul style="list-style-type: none">● Hairdresser● HR Officer● Handyman● Healthcare Support Worker	O <ul style="list-style-type: none">● Office Manager● Osteopath● Outdoor Adventurer● Optician	V <ul style="list-style-type: none">● Vet● Video Game Designer● Van Driver● Volunteer
B <ul style="list-style-type: none">● Barista● Beauty Therapist● Bus Driver● Baker	I <ul style="list-style-type: none">● Interpreter● Interior Designer● Illustrator● Industrial Engineer	P <ul style="list-style-type: none">● Photographer● Plumber● Police Officer● Politician	W <ul style="list-style-type: none">● Waiter● Web designer● Wine maker● Watchmaker
C <ul style="list-style-type: none">● Chef● Carpenter● Chemist● Computer engineer	J <ul style="list-style-type: none">● Jockey● Journalist● Jewellery Designer● Judge	Q <ul style="list-style-type: none">● Quality Inspector● Quiz Writer	X <ul style="list-style-type: none">● X-Ray Technician● Xylophone Player
D <ul style="list-style-type: none">● Dancer● Dentist● Dog Walker● Drycleaner	K <ul style="list-style-type: none">● Kitchen Worker● Kitchen Designer● Kayak Instructor● Kindergarten Teacher	R <ul style="list-style-type: none">● Radio Presenter● Retail Worker● Receptionist● Researcher	Y <ul style="list-style-type: none">● Youth Worker● Yoga Teacher
E <ul style="list-style-type: none">● Economist● Entrepreneur● Electrician● Entertainer	L <ul style="list-style-type: none">● Librarian● Locksmith● Lifeguard● Lawyer	S <ul style="list-style-type: none">● Scaffolder● Social Worker● Soldier● Surgeon	Z <ul style="list-style-type: none">● Zookeeper● Zoologist
F <ul style="list-style-type: none">● Farmer● Florist● Fashion Designer● Flight Attendant	M <ul style="list-style-type: none">● Make-up Artist● Midwife● Model● Music Teacher	T <ul style="list-style-type: none">● Tattooist● Teacher● Train Driver● Taxi Driver	
G <ul style="list-style-type: none">● Gardener● Gamer● Graphic Designer● Geologist	N <ul style="list-style-type: none">● Nanny● Nursery Nurse● Nutritionist● Navy Sailor	U <ul style="list-style-type: none">● University Lecturer● Upholsterer● Urban planner● Uber Driver	



RESOURCE 1.3

HUMAN BINGO SHEET

Feel free to amend the boxes as you see fit.

I WEAR GLASSES	I WAS BORN DEAF	I WALK TO SCHOOL
I HAVE A BROTHER	I HAVE A PET	I WEAR ONE OR TWO HEARING AIDS
I SUPPORT A FOOTBALL TEAM	I HAVE A SISTER	I HAVE BEEN TO FRANCE
I WEAR ONE OR TWO COCHLEAR IMPLANTS	I PLAY A SPORT IN MY FREE TIME	I HAVE BLUE EYES

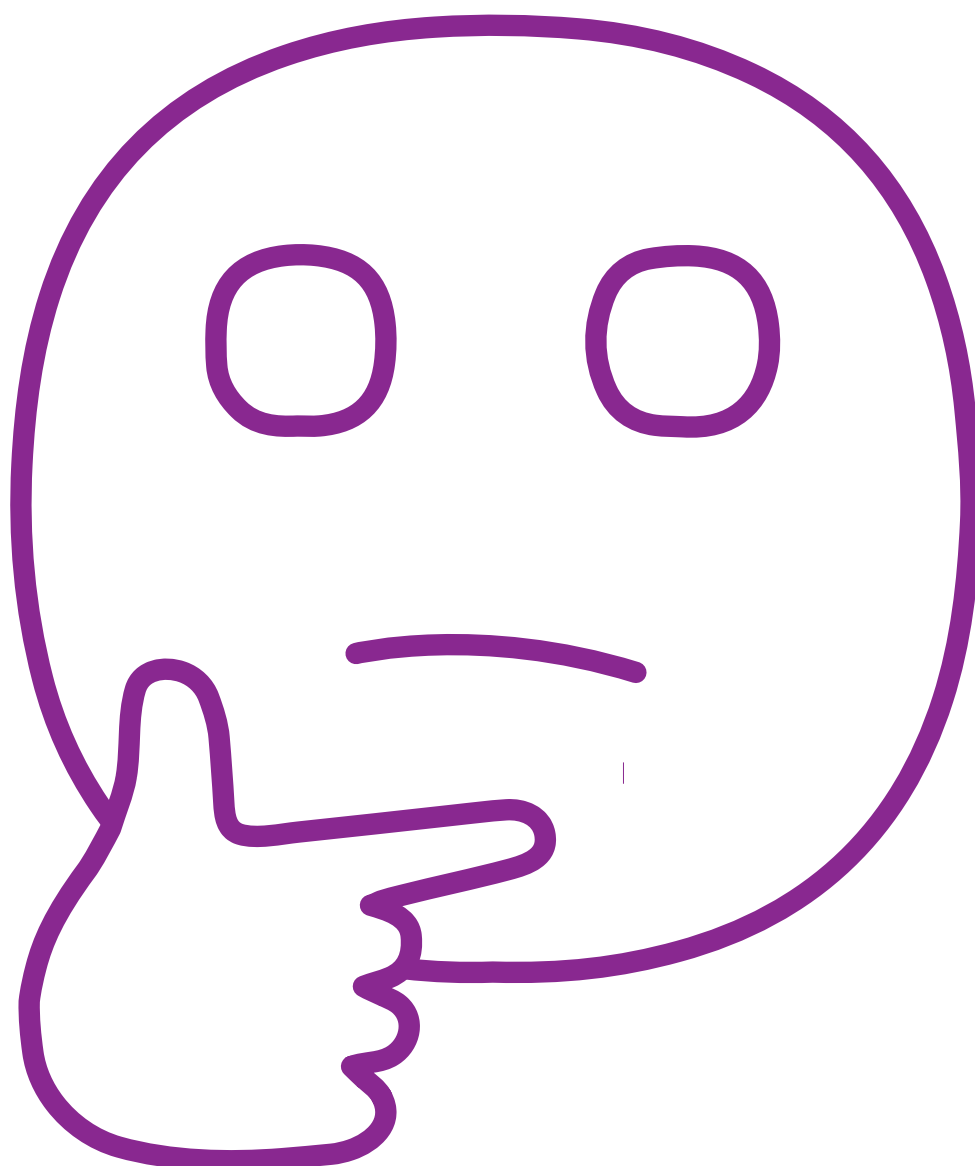


RESOURCE 2.1

SMILEY FACES

Use these faces to represent the positives and challenges of deafness for the activity in lesson plan 2.







RESOURCE 3.1

MYTHBUSTING QUIZ

Are the following statements myth or fact?!

True or False?!

1	Once I leave school I won't get any more help or support with my deafness.	<input type="checkbox"/>	<input type="checkbox"/>
2	I won't be able to go to university because I'll struggle to hear the teacher during lectures.	<input type="checkbox"/>	<input type="checkbox"/>
3	I won't be able to do the same jobs as my hearing friends because I'm deaf.	<input type="checkbox"/>	<input type="checkbox"/>
4	If I get a job interview I should tell the employer that I'm deaf before the interview.	<input type="checkbox"/>	<input type="checkbox"/>
5	I won't be able to get a job in an office because I'll find it too difficult to take part in discussions during meetings.	<input type="checkbox"/>	<input type="checkbox"/>
6	When I have a job and I want to use Access to Work funding, my employer will sort this out for me.	<input type="checkbox"/>	<input type="checkbox"/>
7	If my employer has paid for reasonable adjustments at work then they can pay me a lower salary.	<input type="checkbox"/>	<input type="checkbox"/>
8	Deaf people can fly aeroplanes.	<input type="checkbox"/>	<input type="checkbox"/>
9	Some deaf people are able to get a job in the Army or as a police officer.	<input type="checkbox"/>	<input type="checkbox"/>
10	Some deaf people can't work on seafaring ships, for example on cruise ships.	<input type="checkbox"/>	<input type="checkbox"/>



RESOURCE 3.2

MYTHBUSTING QUIZ

ANSWERS

-
- 1** **Once I leave school I won't get any more help or support with my deafness.**

FALSE!

Colleges, universities and apprenticeship providers are required by law (Equality Act 2010 or Disability Discrimination Act 1995 in Northern Ireland) to do as much as they can to make changes to how they teach and put support in place for disabled people.

In England and Wales some deaf young people have plans (Education, Health and Care plans in England or Individual Development Plans in Wales), which means they have a right to the support that is written in their plan. Higher education students can apply for Disabled Students Allowances to pay for the cost of things like radio aids, British Sign Language (BSL) interpreters or electronic notetakers.

-
- 2** **I won't be able to go to university because I'll struggle to hear the teacher during lectures.**

FALSE!

Lots of deaf people go to university and there's lots of support available to help you during lectures or with other aspects of university life. You can apply for Disabled Student's Allowances which can help you pay for the support you need.

-
- 3** **I won't be able to do the same jobs as my hearing friends because I'm deaf.**

FALSE!

Don't let your deafness hold you back when choosing a career. With the right support in place deaf people can do lots of jobs!

4 If I get a job interview I should tell the employer that I'm deaf before the interview.

TRUE!

You should never feel worried about telling employers that you're deaf. The Equality Act 2010 and the Disability Discrimination Act 1995 (Northern Ireland only) make sure employers can't discriminate against people with a disability. So you shouldn't feel worried about the interview being cancelled or the employer not offering you the job because you're deaf.

If you mentioned that you're deaf on a job application or before an interview then the employer can make sure that the right support is available during the interview, for example a BSL/ Irish Sign Language (ISL) interpreter, a palantypist or even just a room with good acoustics. If you get the right support for the interview then you're more likely to do well during the interview and you'll have a better chance of getting the job! So this is very important. It is however still a personal choice and up to you if you tell your employer at interview.

5 I won't be able to get a job in an office because I'll find it too difficult to take part in discussions during meetings.

FALSE!

Your employer will have to put reasonable adjustments in place to support you in meetings, eg make colleagues aware that they should speak one at a time during meetings, schedule meetings far enough in advance to allow you to arrange communication support etc.

You could also apply for the Access to Work (AtW) scheme and use the funding to pay for the communication support or technology you need to allow you to access communication. For example, you could use the funding to pay for a BSL interpreter or palantypist to support you in meetings. Or you could purchase a radio aid to help you in meetings. You will have to make the application to AtW yourself but your employer should fully support you in this.

6 When I have a job and I want to use Access to Work funding, my employer will sort this out for me.

FALSE!

Your employer should support you with your AtW application and provide any documents you may need but the only person responsible for making sure you get AtW funding is you!

It's not always easy to get the full amount of support – it helps to be well prepared for the assessment process and to prepare good reasons for why you need the AtW funding and how it will support you in the workplace.

7 If my employer has paid for reasonable adjustments at work then they can pay me a lower salary.

FALSE!

Under the Equality Act 2010 and the Disability Discrimination Act 1995 (Northern Ireland only) your employer has to pay for reasonable adjustments in the workplace. They can never ask you to pay, or offer you a lower salary.

Some examples of reasonable adjustments which your employer would have to pay for are: a visual fire alarm at work, a phone amplifier or appropriate headset, a smartphone provided by work, deaf awareness training for colleagues etc.

8 Deaf people can fly aeroplanes.

TRUE!

Deaf people can learn how to fly an aeroplane. However, a licence to be a commercial aeroplane pilot wouldn't be granted to someone who can't hear messages from air traffic control. Deaf people can still fly aeroplanes which don't come under air traffic control. Have a look at this website if you want to learn more about this: **www.deafpilots.co.uk**

9 **Some deaf people are able to get a job in the Army or as a police officer.**

TRUE!

A medical is required for all job roles and a certain threshold of hearing is needed. Someone with unilateral or mild deafness may pass this and cases are assessed on an individual basis.

10 **Some deaf people can't work on seafaring ships, for example on cruise ships.**

TRUE!

Some deaf people are still not allowed to work on any seafaring ships, this includes working on a cruise ship. This is because anyone working on a boat is required to obtain a seafarer's medical certificate. As part of this there is a test of hearing ability with the expectation you can understand speech through a radio or tannoy system.



RESOURCE 4.1

STRENGTHS AND INTERESTS CARDS

**TECHNOLOGY
AND
COMPUTERS**

ANIMALS

NATURE

POLITICS

CHILDREN

ARTS

**FITNESS
AND
HEALTH**

**VEHICLES
AND
DRIVING**

FOOD	MUSIC
BEING SOCIABLE	LEADING
WORKING WITH MONEY	MACHINES
QUIET PLACES	PRACTICAL TASKS



RESOURCE 4.2

PERSONALITY CARDS

WORKING BY MYSELF	PLANNING
HELPING OTHERS	USING WORDS
USING SCIENCE	USING NUMBERS
FINDING OUT	PRESENTING

COPING WITH CHANGE	GOOD AT WORKING WITH OTHERS
FINISHING THINGS	DOING THINGS ON TIME
HONEST	CALM
DOING THINGS WITHOUT BEING TOLD	POLITE

ENTHUSIASTIC	PATIENT
HELPFUL	ORGANISED
CREATIVE	RESPONSIBLE
FRIENDLY	KEEPS TRYING



RESOURCE 4.3

ABOUT ME

MY INTERESTS:

Something I'm already interested in:

Something else I'm already interested in:

Something I would like to develop an interest in:

MY STRENGTHS:

A strength I have now:

Another strength I have now:

Something I would like to be better at in the future:

MY PERSONALITY:

Something that describes me now:

Something else that describes me now:

Something I would like to improve on in the future:



RESOURCE 4.4

INDUSTRY PROFILES

MANAGERIAL

- Good organisation
- People skills
- Team building
- Planning
- Problem-solving
- Can motivate people
- Decision-making
- Trustworthy

- **Project Manager**
- **Team Manager**
- **Director**

TECHNOLOGY

- Computers
- Creative
- Attention to detail
- Problem-solving
- Logical
- Organised

- **IT Officer**
- **Software Developer**
- **Database Administrator**
- **Website Developer**

CARE PROFESSIONS

- People skills
- Dedicated
- Caring
- Health
- Flexible
- Communication skills
- Enthusiastic

- **Nurse**
- **Midwife**
- **Youth Support Worker**
- **Social Care Worker**
- **Psychologist**

DESIGNER

- Flexible
- Creative
- Imaginative
- Problem-solving
- Teamwork
- Attention to detail

- **Graphic Designer**
- **Illustrator**
- **Website Designer**
- **Photographer**
- **Interior Designer**

ENGINEERING

- ICT – working with software
- Computers
- Communication skills
- Problem-solving
- Attention to details
- Organised
- Strong time management

- **Architect**
- **Industrial Engineer**
- **Project Manager**
- **Electrical Engineer**

FINANCE

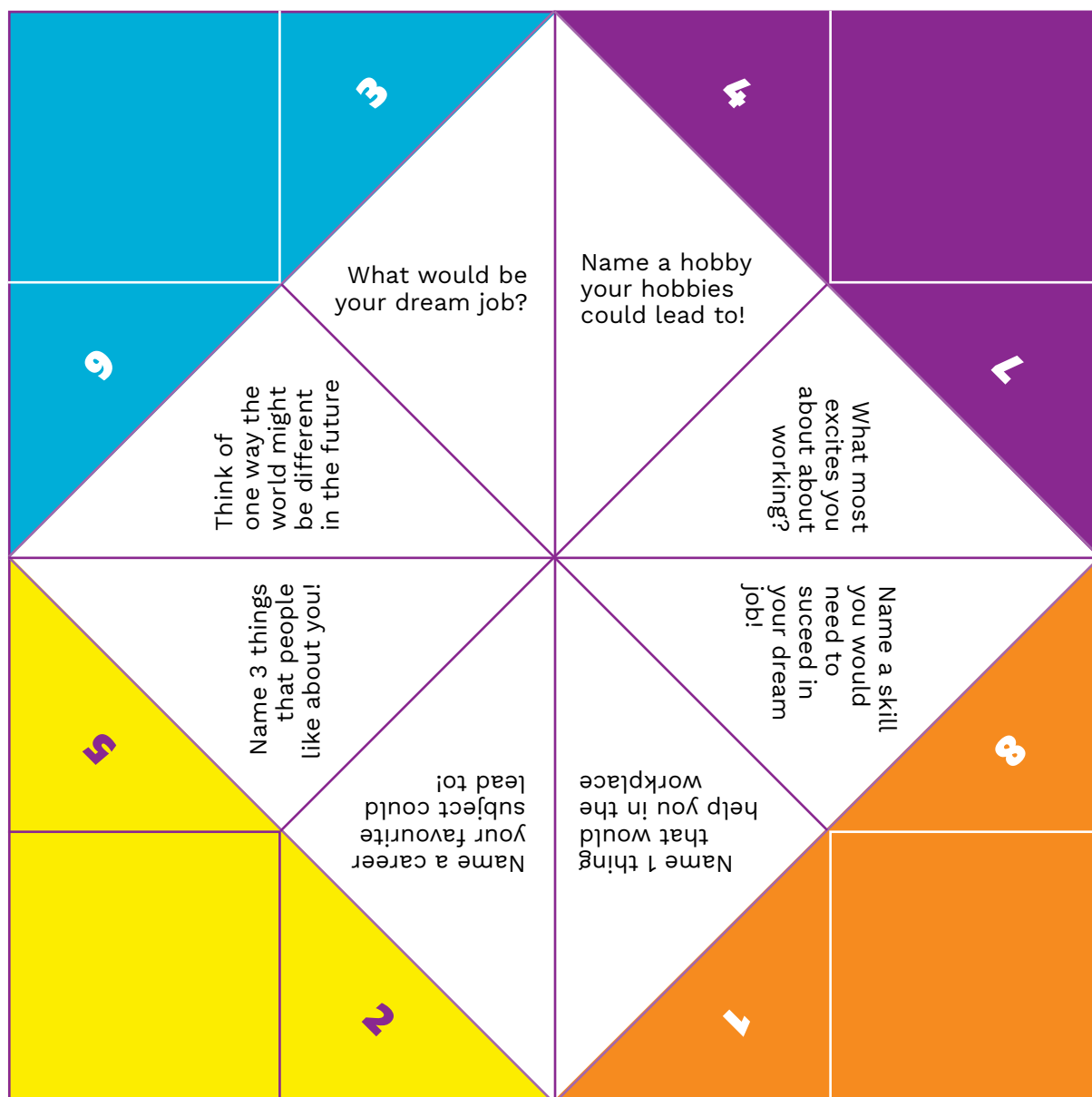
- Attention to detail
- Working under pressure
- Working with money
- Communication skills
- Motivated
- Organised

- **Accountant**
- **Business Manager**
- **Accounts Officer**
- **Financial Planner**



RESOURCE 4.5

CHATTERBOX



How to make your chatterbox

1. Cut out the purple square
2. Fold the square in half lengthways and then again across the middle.
3. Open the square and turn it over so the writing is facing down. Fold the four corners in to the middle.
4. Turn the square over again and fold the new four corners into the middle.
5. Fold in half so the questions face in.
6. Put your fingers in the pockets and you're ready to go!

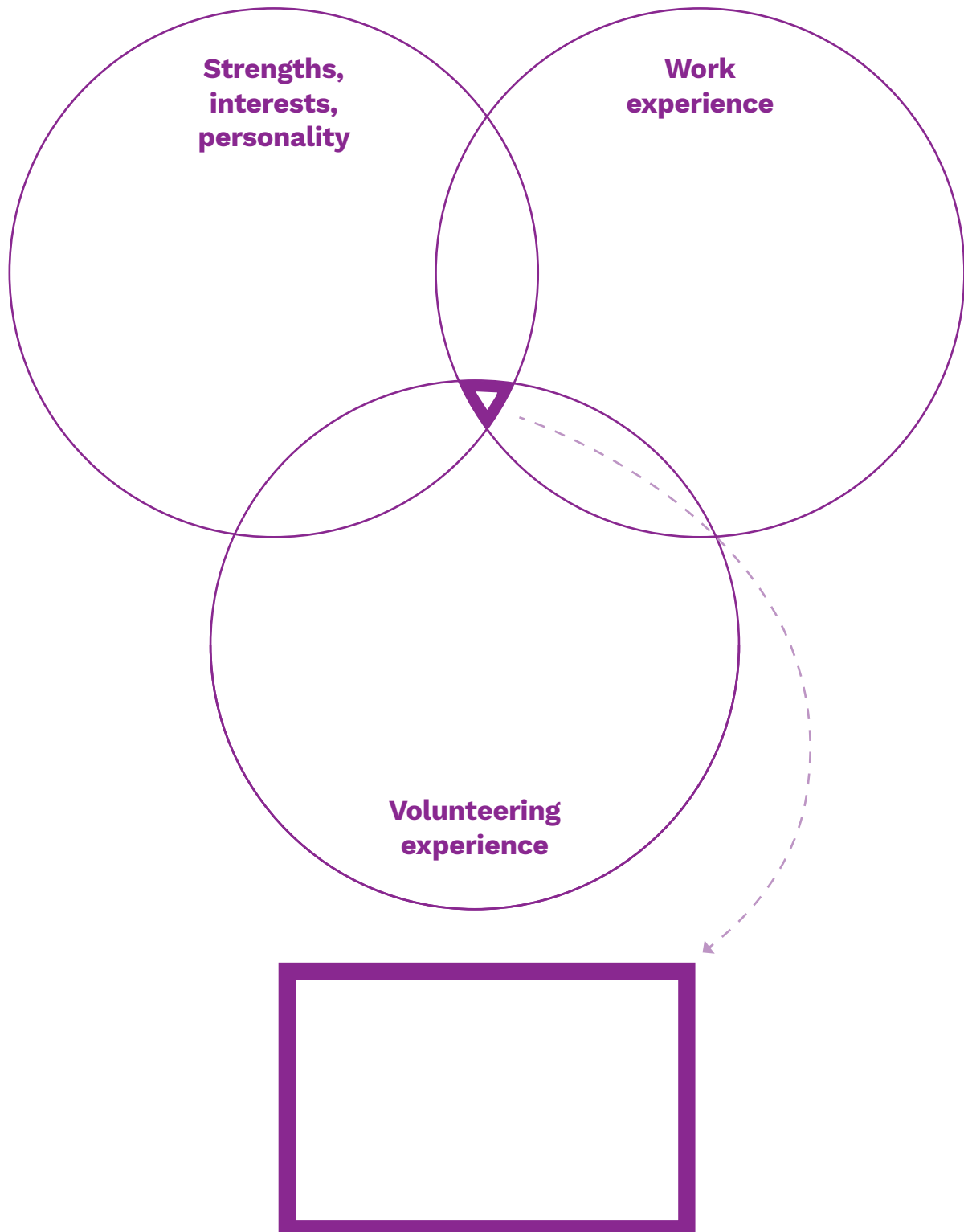
How to use your chatterbox

1. Work in pairs.
2. The person holding the chatterbox asks the other person to choose a number from 1–10.
3. Open and close the chatterbox the amount of times from the answer above.
4. Lift up that number to reveal the question.
5. Discuss in pairs your chosen question.



RESOURCE 5.1

CIRCLES





RESOURCE 6.1

ILLUSTRATIONS



SIXTH FORM
(STAY ON IN SCHOOL)

Note that not all of these cards are relevant for each nation.
The PowerPoint will show you which to include for your specific nation.



COLLEGE



APPRENTICESHIPS, TRAINEESHIPS AND INTERNSHIPS



UNIVERSITY



EMPLOYMENT



WORK EXPERIENCE



VOLUNTEERING



RESOURCE 6.2

POST-16 FOOTSTEPS





RESOURCE 6.3

CAREERS QUIZ

WHAT IS NOT A REASONABLE ADJUSTMENT?

- Having an interpreter provided if you need one
- Being paid more than your colleagues for doing the same job
- Subtitles for presentations, videos or speeches
- Having a radio aid

WHAT AGE DO YOU HAVE TO START UNIVERSITY BY?

- 18 – 21
- 21 – 30
- 30 – 50
- Any age

WHO APPLIES FOR ACCESS TO WORK?

- Your employer
- Your parents
- You
- Your manager

**IN 1914 WHAT WAS
THE MOST POPULAR
APPRENTICESHIP?**

- Cooking
- Engineering
- Animal work
- Dressmaking

**IN 2014 WHAT WAS
THE MOST POPULAR
APPRENTICESHIP?**

- Health and social care
- Engineering
- Animal work
- Hairdressing

**WHICH SKILL DO
EMPLOYERS VALUE
THE MOST?**

- Communication
- Teamwork
- Time management
- Problem-solving
- All of them!
(Sorry, trick question!)



RESOURCE 6.3

CAREERS QUIZ ANSWERS

WHAT IS NOT A REASONABLE ADJUSTMENT?

- Having an interpreter provided if you need one
- **Being paid more than your colleagues for doing the same job**
- Subtitles for presentations, videos or speeches
- Having a radio aid

WHAT AGE DO YOU HAVE TO START UNIVERSITY BY?

- 18 – 21
- 21 – 30
- 30 – 50
- **Any age**

WHO APPLIES FOR ACCESS TO WORK?

- Your employer
- Your parents
- **You**
- Your manager

**IN 1914 WHAT WAS
THE MOST POPULAR
APPRENTICESHIP?**

- Cooking
- Engineering
- Animal work
- **Dressmaking**

**IN 2014 WHAT WAS
THE MOST POPULAR
APPRENTICESHIP?**

- **Health and social care**
- Engineering
- Animal work
- Hairdressing

**WHICH SKILL DO
EMPLOYERS VALUE
THE MOST?**

- Communication
- Teamwork
- Time management
- Problem-solving
- **All of them!**
(Sorry, trick question!)



RESOURCE 7.1

COMMUNICATION SUPPORT CARDS

EXTRA TIME – 25%

**TEACHER
OF THE
DEAF**

**SPEECH-TO-TEXT
REPORTER**

**PHONE
AMPLIFIER**

SUBTITLES

**DEAF
AWARENESS
TRAINING**

LIPSPEAKER	AGENDA OR TRANSCRIPT
BRITISH SIGN LANGUAGE INTERPRETER	COMMUNICATION SUPPORT WORKER
NOTETAKER (WRITTEN OR ELECTRONIC)	RADIO AID















RESOURCE 7.2

TECHNOLOGY QUIZ

Do you think the following facts are true or false?

True or False?!

1 I can't be a doctor or nurse because I can't listen to people's heartbeats with a stethoscope. ☐ ☐

2 A deaf person can be a police officer by using an adapted radio for radio communication. ☐ ☐

3 Radio aids help you hear like hearing people. ☐ ☐

4 I can't hear well in groups of people so I can't be a teacher. ☐ ☐

5 A deaf person can work on a construction site because they can be alerted to a fire alarm with an adapted device. ☐ ☐



RESOURCE 7.3

TECHNOLOGY QUIZ

ANSWERS

-
- 1 I can't be a doctor or nurse because I can't listen to people's heartbeats with a stethoscope.**

FALSE!

There are special, electronic stethoscopes that make the sound of a heartbeat a lot louder, and you can even use them with big headphones or a streamer device. There are also adapted stethoscopes which allow deaf people to be midwives and listen to babies' heartbeats.

-
- 2 A deaf person can be a police officer by using an adapted radio for radio communication.**

TRUE!

There are adapter pieces for radios which allow you to plug in special headphones or streamer devices. Also, radio communication often follows a step-by-step plan (for example, first you say where you are, then what the situation is, then if medical help is required etc) and special code words – and you're not allowed to use police radios just for chatting. So for some types or levels of deafness, you may be able to follow what's being said.

-
- 3 Radio aids help you hear like hearing people.**

FALSE!

Radio aids don't 'restore' your hearing but they can help you hear better in certain situations, for example in work meetings. There is now even a radio aid (the Phonak Roger Select) that lets you choose from which sides you want to hear sounds and from which sides you don't – and you can even change the settings if people move to the other side of the table. Very useful in meetings!

4 I can't hear well in groups of people so I can't be a teacher.

FALSE!

Does your teacher use a radio aid so that you can hear them in the classroom? Well, you could do exactly the same if you were a teacher yourself, only you'd pass the radio aid around the room when students were speaking. You might have to make a bit more of an effort to remind them to talk one at a time and to wait to speak until they have the radio aid, but that's it!

5 A deaf person can work on a construction site because they can be alerted to a fire alarm with an adapted device.

TRUE!

If you were offered a job on a construction site you could ask for a vibrating pager that alerts you to the fire alarm. If there is no technology available, an employer can put in place other adjustments, such as a buddy system with a hearing colleague, to alert you.



RESOURCE 7.4

TRUE AND FALSE CARDS

**TRUE
OR
FALSE**

W
S
L
A
E



RESOURCE 7.5

SUPPORT AND FUNDING SCENARIOS

APPRENTICESHIP SCENARIOS

Situation 1

Your apprenticeship trainer is showing everyone a task. He keeps looking away while talking so you can't understand everything he's saying. The other people in the group are asking the trainer questions but you keep missing what they, and the trainer, have said. What do you do?

Situation 2

Your apprenticeship trainer is showing everyone a task. He keeps looking away while talking so you can't understand everything he's saying. The other people in the group are asking the trainer questions but you keep missing what they, and the trainer, have said. What do you do?

Situation 3

You're working in an office as part of your apprenticeship and are at a meeting. Your colleagues are talking over each other. Some of them don't speak very clearly so it's difficult to understand what they're saying. What do you do?

Situation 4

At the start of your apprenticeship you have been asked to watch a video about the health and safety regulations in the office – the video has no subtitles and you have to take a short test at the end to show that you've understood the video. What do you do?

UNIVERSITY SCENARIOS

Situation 1

You are in a lecture and the tutor puts on a PowerPoint presentation. You can't hear what he's saying and feel confused about what he's talking about. What do you do?

Situation 2

The lecture starts and there is a very tall person sitting in front of you. What do you do?

Situation 3

The lecturer has put a video on but it doesn't have any subtitles. What do you do?

Situation 4

Your Disability Advisor from your university says that you're not entitled to any support. What do you do? What kind of help could you get with this situation?

EMPLOYMENT SCENARIOS

Situation 1

You have a meeting at work and have booked an interpreter in advance. However, just before the meeting you find out that the interpreter has cancelled. What do you do?

Situation 2

You have a new manager who doesn't know anything about deafness and doesn't really understand your needs or the support you're entitled to. What do you do?

Situation 3

You have been invited to attend a conference as part of your job role – the event will be quite large with lots of different speakers and PowerPoint presentations throughout the day. What do you do?

Situation 4

A colleague from a different team (who doesn't know you very well) has invited you to a 3-hour meeting at short notice, and he hasn't sent an agenda with the meeting invitation. What do you do?

WHAT'S NEXT?

This is your action plan – you can use it to plan for your career goals. Thinking about the different steps you need to take and planning ahead can really help you with your choices – **READY, SET, GO!**

READY →

← **SET**

← **GO** →

A

This section is about you.

Where am I now?
What do I enjoy doing?
What am I good at?
How do I communicate?

B

What choices do I need to make to reach my goal?

C

What qualifications or experience will I need to reach my goal?

F

My goal!

What do I want to do?

D

What things do I need to be responsible for myself?

E

What things will I need help with?

G

The Pledge!

What three things am I going to do after today to start reaching my goal?

YOU CAN DO IT!

YOU DID IT!

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**We are the National Deaf Children's Society,
the leading charity for deaf children.**

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