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SPECIFIC JOBS FOR DEAF WORKERS IDENTIFIED BY EMPLOYERS

Gordon B. Phillips

Data about careers for the deaf is sparse and much of the research has been partial in that it has been limited to the study of specific occupational categories or work activities. A few studies have focused on career opportunities related to specialized training programs. The data from these studies need not be lost simply because of their relatively specific focus. Rather, it would seem wise to use these findings whenever possible. Most importantly, however, is the need to identify the range of occupational opportunities and to organize these data so that all who have need for systematized information will have it available in meaningful and useful ways.

It is helpful to classify job information in such a way that it can be easily accessible to teachers, counselors, and placement people who work with the deaf. While there are a number of ways in which occupational titles can be ordered, the system employed by the United States Department of Labor in classifying and coding jobs in the *Dictionary of Occupational Titles* (1965) seems to have a great deal of merit. In the United States Department of Labor classification system, numbers to the right of the decimal are coded according to the work functions which are involved in the job. Numbers to the left of the decimal are used to classify the occupation in one of nine major categories. This method for classifying jobs can be helpful in delineating job requirements and occupational specifications. The *Dictionary of Occupational Titles* (1965) system of classifying work involves three major work orientations (data, people, and things) and twenty-three work functions. Seven of these work functions are associated with *data* oriented work, eight functions are associated with *people* oriented work, and eight are associated with *things* oriented work. The following chart shows how these twenty-three functions are distributed in each of the data-people-things work orientation areas.

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DATA	PEOPLE	THINGS
Synthesizing	Mentoring	Setting-Up
Coordinating	Negotiating	Precision Working
Analyzing	Instructing	Operating-Controlling
Compiling	Supervising	Driving-Operating
Computing	Diverting	Manipulating
Copying	Persuading	Tending
Comparing	Speaking-Signaling	Feeding-Offbearing
	Serving	Handling

Classifying career opportunities using this particular system of classification provides for the grouping of jobs having similar work requirements or activities. It also allows for an analysis of the number and types of occupations which are available in each of twenty-three work function areas.

THE OBJECTIVES OF THE SURVEY

This article describes a study identifying 515 specific job titles for which employers have indicated they have hired or would hire workers who are deaf. This study was designed to accomplish two specific objectives: (1) to identify specific jobs for the deaf covering all occupational categories in the American labor force; and (2) to ascertain particular problems in identifying career opportunities for the deaf.

THE DESIGN AND POPULATION OF THE SURVEY

The study was descriptive in nature utilizing the questionnaire and interview technique to collect the information. The population of the study included three types of institutions: (1) business and industries; (2) professional and trade associations; and (3) institutions of higher education for the deaf. A questionnaire was designed to elicit information about career opportunities in the nine occupational categories as established by the United States Department of Labor. It was utilized in contacting businesses and industries and the professional and trade associations.

The survey of businesses and industries involved 128 firms. Information about career opportunities was collected using the questionnaire which was mailed to ninety-five businesses and industries. The same questionnaire data was collected by on-site interviews with thirty-three companies. The firms used in the study were selected from lists of businesses and industries supplied by the Industrial Management Council in the City of Rochester (N.Y.) and *The Industrial Directory* (No date). Two criteria were used in making the final selections of firms to be contacted: (1) the size of the industry and (2) its industrial classification and its type of product. It was intended to obtain as

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wide a variety of manufacturing and business establishments as possible in order to sample different industrial settings and the diversity of job opportunities in different occupational groups.

Professional and trade associations were included in the survey to represent a different source of labor information. Since professional and trade associations tend to deal with occupational opportunities from a national viewpoint of labor needs and trends, their inclusion was intended, primarily, to minimize the geographic limitation of the otherwise local survey population. Further, by including these associations, it was intended that some exploration of their concern with the employment of the deaf in the work opportunities could be ascertained. The list of associations known to be sources of additional occupational information was compiled from *Occupational Outlook Handbook* (1970-71). From this list, an arbitrary selection of 125 organizations was made. These associations were contacted by questionnaire.

The third element in the study population consisted of twenty-six institutions of higher education offering programs leading to the baccalaureate or the associate degree, or granting special work or diploma certificates. It was anticipated that these institutions would have some specific information concerning the types of jobs their graduates had obtained. Contacts were made with institutions selected from information compiled by Stuckless (No date) which identified institutions of higher education having specific programs preparing the deaf for careers of a professional or technical nature.

THE PROCEDURES OF THE SURVEY

On the basis of the reactions received from pilot experiences with the questionnaire in four industrial firms, a final questionnaire to be used with industrial and business firms was developed. The same questionnaire, with some different provisions for securing identifying data, was used to contact the 125 professional and trade associations. Because of the difficulties that could arise from relating jobs to varying degrees of deafness, it was decided to focus on the identification of occupations which were open to totally deaf or extremely hard-of-hearing individuals.

Since the nature of the different programs in the higher education for the deaf was quite diverse, a general letter seeking information about the employment of graduates and the specific types of jobs which they had obtained was used.

TREATMENT OF THE DATA

As the questionnaires were returned, each specific occupational title was listed and its *Dictionary of Occupational Titles* (1965) code number determined. This permitted the identification of the job and its classification in one of nine major occupational categories: (1) professional, technical, and managerial

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occupations; (2) clerical and sales occupations; (3) service occupations; (4) farming, fishing, forestry, and related occupations; (5) processing occupations; (6) machine trades occupations; (7) bench work occupations; (8) structural work occupations; and (9) miscellaneous occupations.

The information on career opportunities for the deaf was tabulated according to the nine occupational categories used by the United States Department of Labor classification system showing the number of total jobs identified for each of the nine component groups. The job information was analyzed to indicate the number of jobs identified by each of the responding firms. The number of occupational opportunities in each classification category was analyzed according to the size of the responding firms. Similar analyses of jobs reported by the professional and trade associations and the institutions of higher education for the deaf were undertaken. Comparisons and interpretations of these data, as well as tables presenting the tabulated information, are presented later.

SURVEYING BUSINESS AND INDUSTRY

The total survey population for the business-industry group consisted of 128 firms in the Monroe County region of Western New York, consisting of 95 firms which were contacted by questionnaire and 33 firms where on-site interviews with key personnel in the employment function were conducted. Table 1 provides an analysis of survey respondents and non-respondents according to the size of the 128 firms contacted. Of the total survey population, eighty-five

TABLE 1

An Analysis of Survey of Respondents and Non-Respondents by Size

SIZE OF FIRM (Number of Employees)	ON SITE VISITS	QUESTIONNAIRE		TOTAL
		R	NR	
1 - 9	1	-	-	1
10 - 24	-	-	-	-
25 - 49	-	2	-	2
50 - 99	2	11	26	39
100 - 199	10	8	4	22
200 - 499	4	16	3	23
500 - 999	7	8	3	18
1000 - 1999	3	2	1	6
2000 - 4999	5	1	2	8
5000 - and over	1	2	-	3
Anonymous	-	2	-	2
Unable to determine	-	-	4	4
Total	33	52	43	128

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or 66.4%, reported data including the thirty-three plants where on-site visits were included as a part of the survey.

Table 2 shows the number of career opportunities identified by the businesses and industries reporting job opportunities for the deaf. It can be seen that most of the industries identified at least one career opportunity for the deaf. The largest category (1-5 jobs reported) was represented by thirty firms (35.3%) who reported 1-5 different jobs in which a deaf individual had been employed or in which they would consider employing a deaf person. In the next largest category (6-10 jobs), nineteen firms (22.4%) reported job opportunities for the deaf. These two categories, representing forty-nine responding firms, show that well over half of the reporting firms had a limited number of jobs for the deaf (not exceeding ten per plant). However, since the survey was organized to identify specific occupational opportunities, Table 2 data does not indicate the extent to which these job opportunities are different from firm to firm. A fairly large percentage of firms, approximately 29%, listed over ten different job opportunities for the deaf in their plant. As Table 2 shows, one of the responding firms identified 46-50 different job opportunities for the deaf and one firm indicated over fifty jobs (253).

TABLE 2

An Analysis of the Number of Career Opportunities
Identified by Businesses and Industries

Number of Jobs Reported	0	1-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41-45	46-50	Over 50
Number of Businesses or Industries Reporting	12.0	30.0	19.0	9.0	6.0	3.0	2.0	2.0	-	-	1.0	1.0
Percent of Respondents	14.1	35.3	22.4	10.6	7.1	3.5	2.4	2.4	-	-	1.8	1.8

Table 3 provides data concerning the number of jobs identified in each of the nine different occupational categories. These data are further analyzed according to the size of the responding firm.

The number of jobs identified as being available to the deaf by each firm size grouping is listed according to the number of jobs per job category and percent of total jobs in each category. This permits an easy comparison between size groupings of industries showing those occupational categories in which they felt the deaf would be most suited for employment. While the greatest

TABLE 3
An Analysis of the Number of Jobs in Nine Occupational Categories Reported by Size of Business or Industry

Size of Firm (No. of Employees)	No Jobs Listed	Professional Technical and Managerial	Clerical and Sales	Service	Farming, Fishery, Forestry	Processing	Machine Trades	Bench Work	Structural Work	Miscellaneous	Total No. of Jobs Reported	Total Response	Percent of Responding Firms
1 - 9	-	-	-	-	-	-	-	6	-	-	6	1	100.0
Percent	-	-	-	-	-	-	-	100.0	-	-	100	-	-
25 - 49	-	1	-	-	-	-	9	-	-	1	11	2	100.0
Percent	-	9.1	-	-	-	-	81.8	-	-	9.1	100	-	-
50 - 99	-	6	13	5	-	3	20	17	1	6	71	13	33.4
Percent	-	8.5	18.3	7.0	-	4.2	28.2	24.0	1.4	8.5	100	-	-
100 - 199	2	11	30	5	-	9	26	20	-	12	113	18	81.8
Percent	-	9.7	26.6	4.4	-	8.0	23.0	17.7	-	10.6	100	-	-
200 - 499	3	14	24	12	16	5	20	41	10	26	168	20	87.0
Percent	-	8.3	14.3	7.1	9.5	3.0	11.9	24.4	6.0	15.5	100	-	-
500 - 999	6	11	42	4	-	13	26	31	1	8	136	15	83.4
Percent	-	7.7	30.9	2.9	-	9.1	19.1	22.8	0.7	5.9	100	-	-
1000 - 1999	-	26	64	11	-	25	79	58	26	14	303	5	83.4
Percent	-	8.6	21.2	3.6	-	8.3	26.1	19.2	8.6	4.6	100	-	-
2000 - 4999	-	5	51	4	-	-	6	9	6	17	98	6	75.0
Percent	-	5.1	52.0	4.1	-	-	6.1	9.2	6.1	17.4	100	-	-
5000 and over	1	7	4	6	-	-	-	3	-	-	20	3	100.0
Percent	-	35.0	20.0	30.0	-	-	-	15.0	-	-	100	-	-
Unable to determine	-	5	5	1	-	2	5	4	-	3	25	2	33.3
Percent	-	20.0	20.0	4.0	-	8.0	20.0	16.0	-	12.0	100	-	-
Total	12	86	233	48	16	57	191	189	44	87	941	85	66.4
Percent	-	9.1	24.8	5.1	1.7	6.1	20.3	20.1	4.7	9.2	100	-	-

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percentage of jobs offered by the total business-industry population was in the clerical and sales category (24.8%), only three different size groupings (firms with 100-199, 500-999, and 2000-4999 employees) offered the greatest percentage of jobs in this category. Thirty-five percent of the jobs offered by firms with 5000 or more employees were in the professional, technical and managerial category.

The percent of respondents in each of the size groupings was relatively high. Only two size categories, firms with 50-99 employees (33.4%) and those whose size was classified "Unable to determine" (33.3%) had a less than 75% response. However, large firms with other 5000 employees did not, proportionately, identify many different positions. The three firms contacted in this category, the largest in the survey, provided only twenty different job opportunities for the deaf.

Table 3 also shows a breakdown of the percent of jobs reported in each occupational category according to the size of the reporting firms. Firms with 25-49 employees, 50-99 employees, and 1000-1999 employees offered the greatest percentage of jobs for the deaf in the machine trades category with firms with 100-199 employees listing this area second. While firms with 5000 and over employees and the "Unable to determine" size classification area reported only twenty and twenty-five jobs respectively, it is interesting to note that the professional, technical and managerial category contained the highest percentage of jobs reported by these two groups. The "Unable to determine" classification listed professional, technical and managerial; clerical and sales; and machine trades each at 20%. One of the more interesting results identified three major occupational categories as having the largest number of jobs — clerical and sales with 233 occupations (24.8%), machine trades with 191 occupations (20.3%), and bench work with 189 occupational opportunities (20.1%). These data do not represent different, distinct job titles, since some of these occupational opportunities were listed by several of the responding firms. However, of the 953 occupational titles reported, the fact that 613, or 65.2% of the jobs reported can be classified among these three categories is significant. Even considering the possible duplication of job opportunities, this data seems important.

SURVEYING PROFESSIONAL AND TRADE ASSOCIATIONS

Of the 125 professional and trade associations who were contacted by questionnaire, forty-six (36.8%), responded. No follow up of the initial mailing to this group was made which may account largely for the low percentage of return. The inclusion of this group in the survey population was exploratory in an attempt to ascertain the relevancy of including and involving associations in the identification of work opportunities for deaf people. Table 4 provides an initial breakdown of the respondents and non-respondents in both the professional and trade categories.

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It is interesting to note that 46.1% of the professional associations responded while questionnaires from only 30.1% of the trade associations were returned. This might indicate that the professional associations were more willing to cooperate than were the trade associations.

TABLE 4

An Analysis of Professional and Trade Associations Respondents and Non-Respondents

	Non-Respondents		Respondents					Total Population	
	Number	Percent	Number	Percent	No Job Data	No Jobs in Area	Responding with Jobs	Number	Percent
Professional Associations	28	53.9	24	46.1	9	-	15	52	41.6
Trade Associations	51	69.9	22	30.1	10	3	9	73	58.4
Total	79	63.2	46	36.8	19	3	24	125	100.0

Looking at the high percentage of non-respondents (63.2%) and the relatively high percentage of the responding population which did not provide information about job opportunities (including those who indicated no job opportunities in the area existed), one could speculate about the level of interest or concern regarding job opportunities for the deaf in those fields represented by the participating professional and trade associations. On the other hand, it is possible that such associations simply do not have any information about existing career opportunities for the hearing impaired. There is some support for this interpretation since only three of the responding associations clearly indicated that no jobs were available for the deaf in their field. The twenty-four associations reporting jobs have been analyzed in Table 5. The data records the number of jobs listed in each of the nine occupational categories and the percentage of the total jobs reported in each category.

Table 5 shows a preponderance of jobs identified in the professional, technical and managerial and the clerical and sales categories. Of the 119 occupational titles reported by the combined associations, 61.4% were in these two categories. More than half of the respondent population (52.2%), however, did supply specific occupational titles covering all but one of the nine different occupational categories (machine trades).

Fifteen professional associations identified twenty-five job titles in the professional, technical and managerial category. Six of these associations indicated that *all* of the professional occupations represented by that association could be held by a hearing impaired individual who was properly trained for the job. These occupations centered around opportunities in engineering

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and related highly technical fields. Considering that more professional associations responded to the questionnaire, it might be expected that they would contribute heavily to those occupational titles identified in the professional, technical and managerial category. The professional associations reported 80.0% of the jobs in the professional, technical and managerial and the clerical and sales category. However, the trade association respondents did offer a sizeable number of jobs (47.9%) in both the professional, technical, managerial and the clerical and sales categories. The category with the third highest number of career opportunities, service occupations, consisted of job opportunities identified almost solely by the trade association respondents.

Comparing this information with the number of jobs identified in the business-industry group (see Table 3), fewer jobs were available in machine trades and bench work occupations. Business and industry offered 20.3% and 20.1% in machine trades and bench work respectively while the associations offered no machine trades jobs and 10.1% in the bench work category. The major area of overlap with the findings in the business-industry group falls in the clerical and sales category, with business and industry reporting 24.8% of their jobs and the associations reporting 28.6% of their jobs in this area. This data would tend to suggest that more job opportunities in these two specific areas — the professional, technical and managerial category and the clerical and sales category — may exist. Furthermore, in tabulating the job information supplied by the associations, no attempt was made to incorporate any unidentified titles or specific career opportunities, even though a number of these associations stated that all jobs represented by the association could be held by a qualified deaf worker. If these groups had been contacted for specific job titles, many more career opportunities would have been charted than the 119 reported in Table 5. Studies in the future might seek to obtain this kind of specific job data since it could extend the number of professional and technical career opportunities.

TABLE 5

An Analysis of Job Opportunities by Occupational Category As Reported by Professional and Trade Associations

	Professional Technical and Managerial	Clerical and Sales	Service	Farming, Fishery, and Forestry	Processing	Machine Trade	Bench Work	Structural Work	Miscellaneous	Total
Professional Association	25	15	1	-	-	-	6	-	3	50
Percent	50.0	30.0	2.0	-	-	-	12.0	-	6.0	100
Trade Association	14	19	21	1	3	-	6	4	1	69
Percent	20.3	27.6	30.4	1.4	4.4	-	8.7	5.8	1.4	100
Total	39	34	22	1	3	-	12	4	4	119
Percent of Jobs Reported	32.8	28.6	18.5	0.8	2.5	-	10.1	3.4	3.4	100

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SURVEYING INSTITUTIONS OF HIGHER EDUCATION FOR THE DEAF

Letters were sent to twenty-six institutions of higher education and twenty-one (80.0%) responded. Of the twenty-one respondents, ten were unable to supply any information. Some of these were new institutions having no graduates to date. Information concerning jobs held by graduates was available from the remaining eleven institutions of higher education for the deaf. This information is shown by occupational category in Table 6.

TABLE 6

An Analysis of Jobs in Nine Occupational Categories for Institutions of Higher Education for the Deaf

Type of Institution	Professional Technical and Managerial	Clerical and Sales	Service	Farming, Fishery, and Forestry Occupations	Processing	Machine Trade	Bench Work	Structural Work	Miscellaneous	Total
Associate degree	13	16	10	1	0	14	2	9	1	66
Percent	19.7	24.2	15.1	1.5	0	21.2	3.0	13.6	1.5	-
Bachelor's degree (4 years)	91	39	2	0	0	25	3	0	0	160
Percent	56.8	24.4	1.2	0	0	15.6	1.9	0	0	-
Certificate or Diploma	4	5	3	0	0	11	2	1	0	26
Percent	15.4	19.2	11.5	0	0	42.4	7.7	3.8	0	-
Total	108	60	15	1	0	50	7	10	1	252
Percent of Jobs Reported	42.9	23.8	5.9	0.4	0	19.8	2.8	4.0	0.4	100

The jobs are compared by numbers and percentages between institutions offering Associates degrees, Bachelor's degrees and certificates or diplomas. Of the responding institutions which offer a Bachelor's degree, 56.8% of the jobs were listed in the professional, technical, and managerial category as compared with 19.7% of the jobs listed by Associates degree granting institutions and 15.4% of the jobs offered by certificate or diploma granting institutions. The greatest percentage of jobs listed by certificate or diploma granting institutions were in machine trades (42.4%). The largest category listed by institutions granting an Associate degree was clerical and sales (24.2%). In eleven institutions, a total of 252 jobs were identified. An analysis of the occupational categories in which these graduates had been placed show that 108 (42.9%) were employed in professional, technical, and managerial occupations. Most of these individuals had graduated from a four-year degree granting institution. The second highest category, clerical and sales, providing sixty occupational titles (23.8%), consisted of a majority of individuals who graduated from a four-year degree granting institution also. A significant

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number of work opportunities (19.8%) were identified in the machine trades category. These three categories in combination (professional, technical, and managerial; clerical and sales; and machine trades) account for 218 or 86.5% of the total jobs identified by institutions of higher education for the deaf.

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From the three primary survey sources (businesses and industries, professional and trade associations, and institutions of higher education for the deaf), 515 specific and distinct career opportunities for the deaf were identified. Table 7 shows the distribution of these 515 job titles over the nine major occupational categories. The overall highest percentage of jobs was offered in the machine trades category (18.8%).

The farming, fishery, forestry, and related occupations (0.8%); structural work (6.2%); and service categories (6.8%) contained the least number of identified jobs for the deaf. Since the survey population was limited in its potential for identifying jobs in the farming, fishery, and forestry category, the low percentage of job opportunities may reflect a weakness in the study rather than fewer career possibilities. Structural work often is somewhat dangerous and many employers did report they would be reluctant to hire deaf workers in this work category.

Bench work (15.7%); professional, technical, and managerial (17.3%); and machine trades (18.8%) were the three categories offering the highest number of specific job titles to which the deaf person could aspire. While the machine trades category covers most of the printing trades (stereotypic employment for the deaf), and assembly work and other jobs in the bench work category were not unexpected areas of employment for the deaf, the high number of jobs in the professional, technical, and managerial category could be considered a major area of emphasis for career exploration and planning.

A detailed listing of these 515 job titles by occupational category and work function area has been provided by Munson and Phillips.

TABLE 7

Analysis of the Total Number of Distinct Jobs Identified by Occupational Category

	Professional, Technical and Managerial	Clerical and Sales	Service	Farming, Fishery, and Forestry	Processing	Machine Trade	Bench Work	Structural Work	Miscellaneous	Total
Number of Jobs	89	78	35	9	56	97	81	32	38	515
% of Specific Jobs Reported	17.3	15.2	6.8	0.8	10.9	18.8	15.7	6.2	7.4	100

One of the advantages of using the *Dictionary of Occupational Titles* coding system, is the ability to relate the jobs to the different data-people-things work

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functions. Table 8 shows the relationship of the 515 identified jobs to the various work functions. The work functions do not add up to 515 because many of the listed jobs are associated with more than one work function.

TABLE 8

An Analysis of the Total Number of Distinct Jobs Identified by Data, People, Things Work Functions

DATA	No. of Jobs	PEOPLE	No. of Jobs	THINGS	No. of Jobs
Synthesizing	30	Mentoring	-	Setting-Up	33
Coordinating	26	Negotiating	-	Precision Working	153
Analyzing	86	Instructing	3	Operating Controlling	48
Compiling	109	Supervising	7	Driving-Operating	10
Computing	8	Diverting	-	Manipulating	63
Copying	18	Persuading	1	Tending	49
Comparing	11	Speaking-Signaling	12	Feeding-Offbearing	7
---		Serving	6	Handling	71
Total	288		29		434
Percent	38.2		3.9		57.8

It is significant that 434 (57.8%) of the jobs are related to *things*, and 288 (38.3%) of the jobs are related to *data* while twenty-nine jobs (3.9%) are related to *people*. This paucity of jobs dealing with people-oriented work would seem to indicate that employment personnel are not considering the employment of deaf workers in jobs where the work tasks are associated with people-oriented interactions. Of course, the communication demands must be considered by deaf people who wish to work in any of the people-oriented work functions.

CONCLUSIONS

Considering the data from all facets of the study, the following conclusions can be drawn from the survey.

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1. The employability of the deaf is restricted, since employers are safety conscious and see deafness as an occupational hazard. They fear that the deaf worker will be hurt on the job.
2. Job opportunities are varied, covering the entire occupational spectrum. Jobs are more plentiful in the categories of Clerical and Sales, Machine Trades, and Bench Work occupations. Stereotypic job clusters, such as the association of the deaf worker with the printing industry or with certain machine operation occupations, seem to have little basis in fact although such stereotyping does exist. However, it should not be limiting or restricting to the young deaf adult who is exploring career opportunities. There is sufficient evidence to show he has a range of career possibilities. Action among those concerned with the employment of the deaf is beginning to break down the barriers that have traditionally promulgated the stereotypes and beliefs which have tended to limit career planning.
3. Job opportunities for the deaf are far more relevant in work oriented toward *data* (38.3%) and *things* (57.8%). Jobs in work oriented toward *people* (3.9%) are more limited.
4. Few jobs of a supervisory nature were identified. Jobs involving giving directions to other people and jobs where the communication in supervision is extensive are not readily available to the hard-of-hearing.

IMPLICATIONS

The several conclusions which have been drawn from the data suggest a number of considerations for the future direction of career development activities for the deaf.

Varied career opportunities for the deaf, in fact, do exist. While these many opportunities may be limited by the communicative skills of the individual, the deaf people should be made aware of these opportunities and provided with a chance to consider such career possibilities in view of their own communication capabilities. They should be provided with adequate information about jobs in all occupational categories. They should have an opportunity to examine the attitudes they may encounter in seeking employment. Most importantly, perhaps, is the need to expand their occupational understandings in order that their aspirations and motivations may extend beyond the limited and restricted occupational environments that traditionally have been made known to them.

SUMMARY

Eighty-five businesses and industries, forty-six professional and trade organizations, and twenty-one institutions of higher education for the deaf responded to the survey of job opportunities for the deaf. From their

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information, 515 specific job titles which could be filled by the deaf worker were identified. The job opportunities were coded according to the *Dictionary of Occupational Titles*, so the information could be universally available and useful to teachers, counselors, and vocational development programs for the deaf.

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