



Disabilities Task Group

What Happens Next?

A Report on the First Destinations of 2002 Graduates with Disabilities

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1. Introduction

1.1 Higher Education Careers Services and Disability

In recent years higher education careers services have made significant advances in the development of careers information, guidance and education for students with disabilities. Many institutions offer additional support to their disabled students through mentoring schemes, work placements, leadership programmes, employer-sponsored projects and web-based resources. While it is difficult to measure the impact of these, and other careers interventions, to the long-term prospects of disabled graduates, graduate destination data can provide some kind of benchmark. It can also inform the work of careers services and influence a wider debate on the provision of careers support for disabled students.

The value of the information in this report is not limited to those working in careers services but also to those organisations supporting disabled people into education and employment and to those within the wider workplace into which disabled graduates hope to enter. Many organisations now seeking to recruit a more diverse workforce can profit from a greater understanding of the destinations of disabled graduates and the range of careers that many disabled graduates are able to enter.

1.2 First Destinations Survey

Each year every university and higher education college in the UK contacts its graduates six months after graduation to find out what they are doing. The results of this 'First Destination Survey' (FDS) are published by the Higher Education Statistics Agency (HESA). The survey focuses on the current activity of the graduate.

1.3 Disability Development Network

The Disability Development Network (DDN) was formed in 2000 with funding from the Higher Education Funding Council (HEFCE). The project, originally based at the University of Central Lancashire, has sought to improve careers provision for disabled students and graduates by using the DDN as a forum for the exchange of ideas and resources and as an opportunity for developmental work.

The network is co-ordinated by the Association of Graduate Careers Advisory Services (AGCAS) Disabilities Task Group (DTG). Members of the DDN and DTG have worked together to produce this report. AGCAS provided the funding required to obtain the statistics from HESA. DTG is committed to the provision of this data as an annual report.

This report builds on the findings of the original report - "What Happens Next? A Report on the First Destinations of 2001 Graduates with Disabilities" in December 2002. Under the terms of the original agreement with HESA the report was produced as an internal AGCAS publication. This year the terms of the agreement with HESA allow for a wider distribution.

1.4 What this report measured

The aim of the report was to see how the destinations of disabled and non-disabled 2002 first degree graduates compared and whether disabled first degree graduates entered comparable employment to their non-disabled peers. By breaking the data down further we were also able to highlight features in the experience of graduates from specific groups - dyslexia, an unseen disability, blind/partially sighted, deaf/hearing impairment, wheelchair user/mobility difficulties and mental health difficulties.

This report analyses the first destinations of those completing a first degree and does not focus on the destinations of postgraduates or diplomates.

1.5 Number of disabled first degree graduates in 2002

- Total number of graduates: 183,558
- Total number of non-disabled graduates: 169,439
- Total number of disabled graduates: 10,961
- Total of unclassified graduates (not known if disabled or non-disabled): 3,158
- The percentage of disabled graduates in 2002 from the total of all graduates with known classification: 6.1%

1.6 Numbers of disabled first degree graduates by specific disability

- Dyslexia: 4904
- Blind/partially sighted: 258
- Deaf/hearing impairment: 421
- Wheelchair user/mobility difficulties: 275
- Personal care support: 15
- Mental health difficulties: 140
- An unseen disability: 3568
- Multiple disabilities: 302
- A disability not listed above: 1078

1.7 Notes on terminology

The term "disabled graduates" is used to describe those graduates who identified themselves as having a disability/learning difficulty during their first degree studies.

The term "non-disabled graduates" refers to the majority cohort of graduates in the survey who did not declare themselves to have a disability of any kind.

Due to the provisions of the Data Protection Act 1998 and the Human Rights Act, 1998, HESA implements a strategy in published tabulations designed to prevent the disclosure of personal information about any individual. This strategy involves rounding all numbers to the nearest 5. The percentage figures quoted in tables and throughout the text are the more accurate figures.

The percentages displayed in the pie charts may have been rounded up or down by the graphical drawing package used for illustrative purposes. Percentages quoted in tables and throughout the text are the more accurate figures.

2. First Destinations of Disabled Graduates Compared with Non-Disabled Graduates

This section compares the overall destinations of disabled and non-disabled graduates using the destination categories defined by HESA.

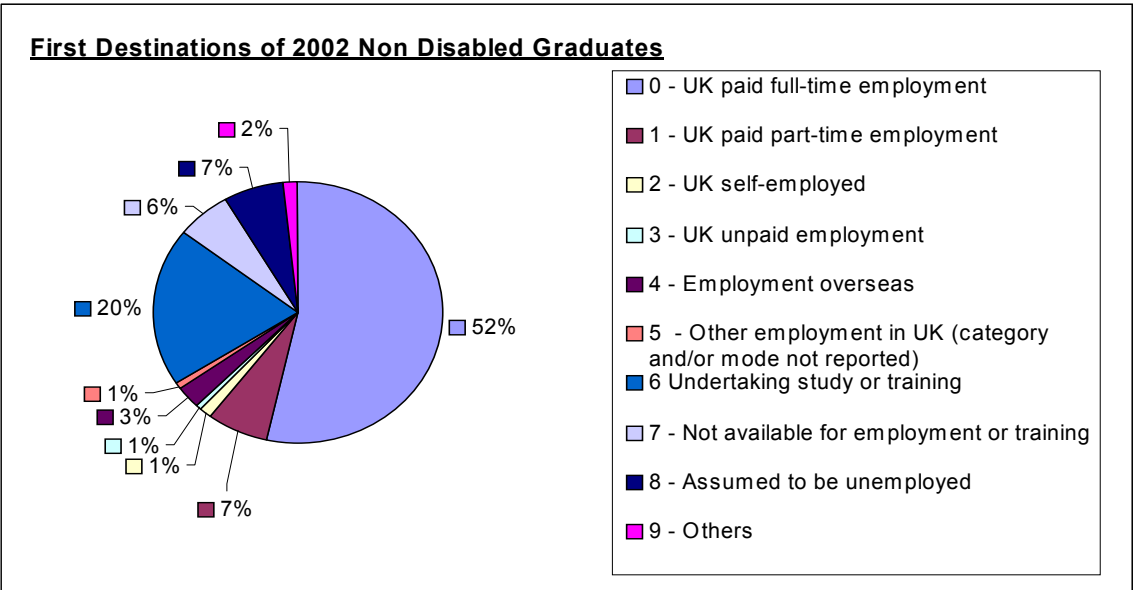
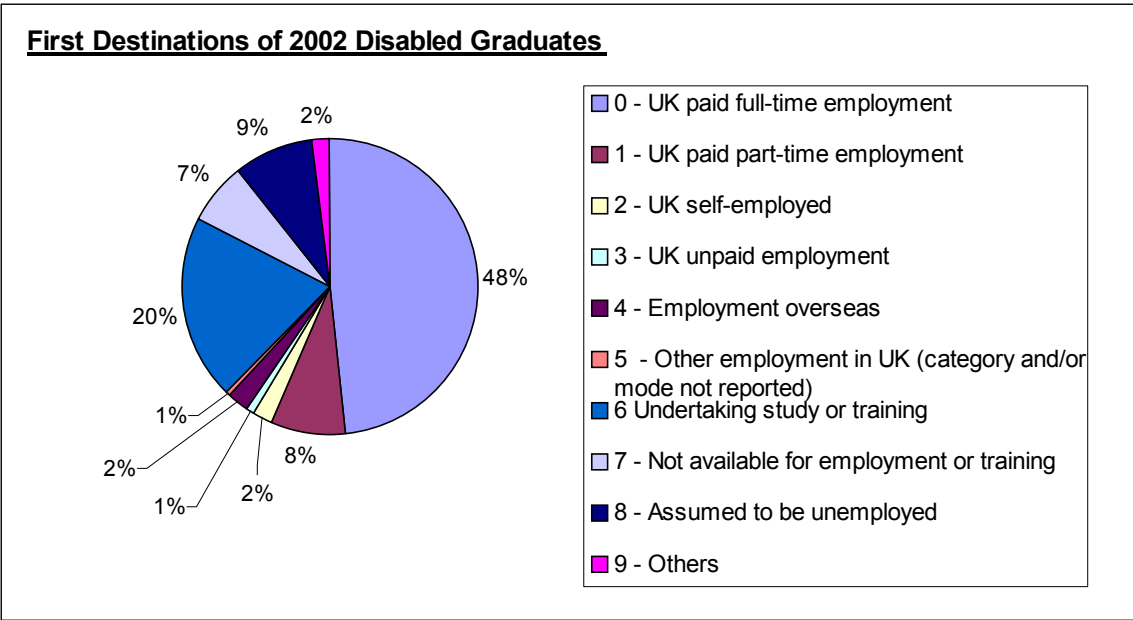
2.1 First Destinations of Disabled Graduates Compared with Non-Disabled Graduates - Table

Destination	Non-disabled	%	Unclassified/ Not known	%	Disabled	%
All	169435	100 (99.9)	3155	100 (100.2)	10960	100 (99.8)
0 - UK paid full-time employment	90470	53.4	1825	57.9	5310	48.4
1 UK paid part-time employment	11645	6.9	175	5.5	860	7.8
2 - UK self-employed	2280	1.3	35	1.2	250	2.3
3 - UK unpaid employment	1010	0.6	20	0.6	90	0.8
4 – Employment overseas	4570	2.7	105	3.4	245	2.2
5 - Other employment in UK (category and/or mode not reported)	1335	0.8	20	0.7	80	0.7
6 Undertaking study or training	33600	19.8	580	18.3	2205	20.1
7 - Not available for employment or training	10420	6.1	180	5.7	755	6.9
8 – Assumed to be unemployed	11320	6.7	165	5.3	940	8.6
9 – Others	2785	1.6	50	1.6	225	2.0

2.2 Summary of Findings

- 48.4% of disabled graduates were in full-time employment compared with 53.4% of non-disabled graduates.
- There were proportionately higher numbers of disabled graduates entering part-time employment (7.8%) and self-employment (2.3%) than non-disabled graduates (6.9% & 1.3% respectively).
- Roughly the same percentage of disabled (20.1%) and non-disabled (19.8%) graduates entered further study or training.
- 8.6% of disabled graduates were assumed to be unemployed compared with 6.7% of non-disabled graduates.
- 6.9% of disabled graduates were not available for work compared with 6.1% of non-disabled graduates.

2.3 First Destinations of Disabled Graduates and Non-Disabled Graduates - Pie Charts



3. Standard Industrial Classification / Type of Employer

This section identifies the industries entered by 2002 graduates. It uses the Standard Industrial Classification of Economic Activities (SIC) as defined by HESA. The present version was updated slightly in 2003 and is aligned with similar classifications in all member states of the European Union. For this report we were solely concerned with examining the type of employer graduates worked for as defined in Part One of the SIC.

3.1 Standard Industrial Classification - Table

	Non-disabled	%	Disabled	%
TOTAL	90480	100 (99.9)	5305	100 (100.1)
A. Agriculture/Forestry	400	0.4	40	0.7
B. Fishing	15	0.0	0	0.0
C. Mining/Quarrying	375	0.4	20	0.4
D. Manufacturing	7565	8.4	460	8.6
E. Electricity/Gas/Water	920	1.0	55	1.1
F. Construction	1605	1.8	95	1.8
G. Wholesale/Retail/Personal Transport/ Household Goods	10340	11.4	585	11.1
H. Hotels/Restaurants	3015	3.3	195	3.7
I. Transport/Storage Communication	3400	3.8	185	3.4
J. Financial	7545	8.3	340	6.4
K. Property Development/Renting Business and Research	17335	19.2	990	18.7
L. Public Administration and Defence Social Security	7565	8.4	445	8.4
M. Education	9830	10.9	575	10.9
N. Health/Social Work	15055	16.7	890	16.8
O. Other Community/ Social/Personal Service	5070	5.6	400	7.5
P. Private Households with Employed Persons	40	0.0	5	0.1
Q. International Organisations	35	0.0	5	0.1
NOT KNOWN	370	0.4	20	0.4

3.2 Summary of Findings

- On the whole there was little difference in the types of employers entered. In many cases the percentages of disabled and non-disabled graduates who entered a particular industry were identical.
- The industry sectors with the highest numbers of disabled and non-disabled graduates were **property development, renting, business and research activities** and **health and social work**.
- There was a significant difference in those who entered employment in the financial sector - **8.3%** of non-disabled graduates compared with **6.4%** of disabled graduates.
- There was also a significant difference in the number of disabled graduates who entered the other community, social and personal services sector - **7.5%**, compared with **5.6%** of non-disabled graduates.

4. Standard Occupational Classification

This section compares the occupational groups entered by disabled and non-disabled graduates. It uses the Standard Occupational Classification (SOC) as defined by HESA.

4.1 Summary of Findings

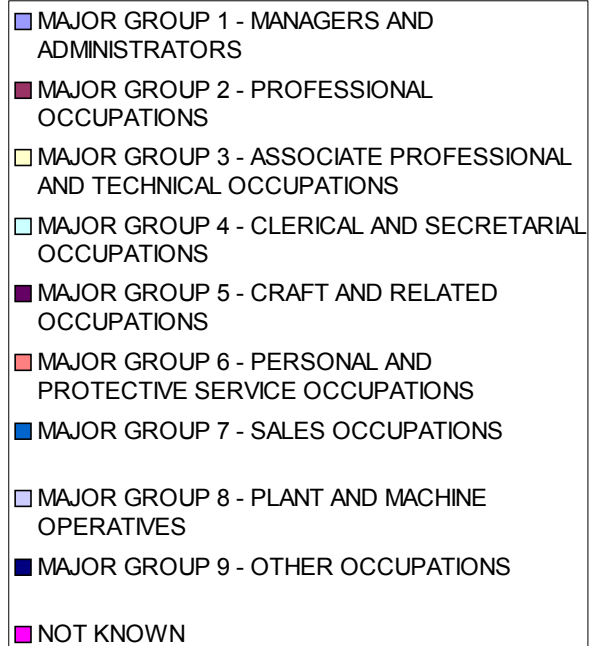
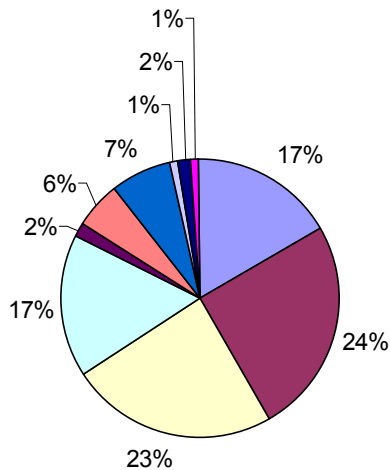
On the whole there was parity between the occupational groups with whom disabled and non-disabled graduates found work.

- **16.9%** of disabled graduates entered the highest occupational grouping of **management and administration** compared with **17.6%** of non-disabled graduates.
- **24.8%** of disabled graduates entered the second highest level grouping, **professional occupations**, compared with **26.7%** of non-disabled graduates.
- There were higher percentages of disabled graduates entering **associate professional and technical occupations (23.9%)**, compared with non-disabled graduates (**21.4%**).
- Fewer numbers of disabled graduates entered **clerical and secretarial** occupations - **16.7%** compared with **18.5%** of non-disabled graduates.
- Almost the same percentage of graduates, both disabled (**7.3%**) and non-disabled (**7.4%**), entered **sales** occupations.

4.2 Standard Occupational Classification - Overall Findings - Pie Charts

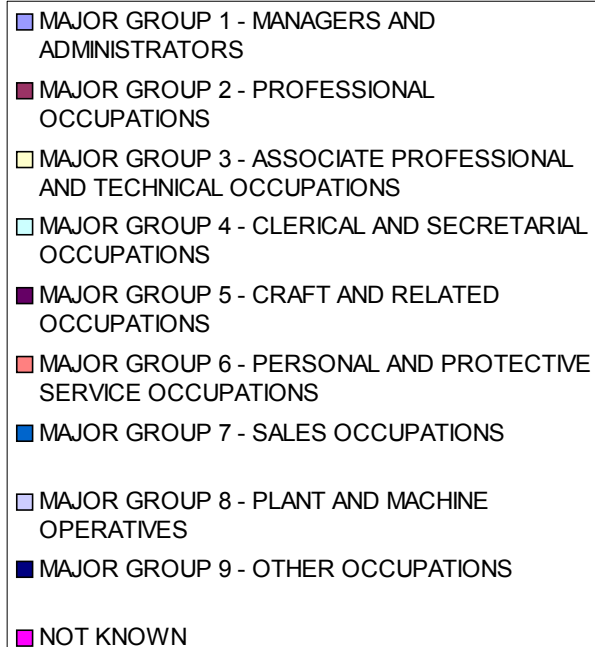
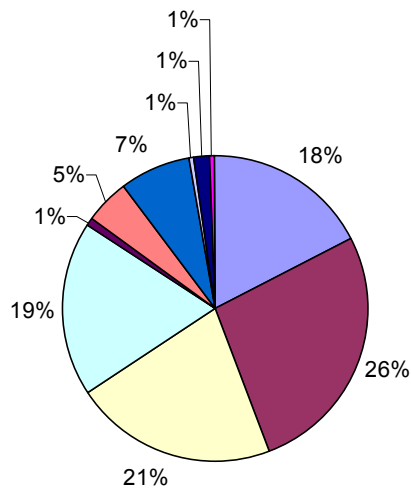
First Destinations of 2002 Disabled Graduates

SOC Codes



First Destinations of 2002 Non Disabled Graduates

SOC Codes



4.3 Standard Occupational Classification - SOC Group 1

SOC	Non-disabled	%	Disabled	%
MAJOR GROUP 1 – MANAGERS AND ADMINISTRATORS	Total 15905	17.6 (17.6)	Total 890	16.9 (17.0)
10 General Administrators (national/local government, large companies, local government)	535	0.6	30	0.6
11 Production managers in manufacturing, construction, mining and energy	545	0.6	25	0.5
12 Specialist managers (treasurers, financial, trust administrators, marketing and sales, purchasing, HR advertising and PR, organisation and methods, computer systems, data processing, company secretaries)	5155	5.7	240	4.5
13 Financial Institutions and office managers civil service executive officers, credit controllers, insurance, telecommunications, booking office, employment agents	1285	1.4	70	1.4
14 Transport and storing (transport managers, stock controllers, warehouse managers)	450	0.5	25	0.5
15 Protective Service Officers (officers in UK armed forces, officers in foreign and Commonwealth armed forces, police officers (inspector and above), fire service senior officers, prison officers (principal officer and above), customs and excise, immigration service officers)	465	0.5	20	0.4
16 Farming, horticulture, forestry and fishing	100	0.1	10	0.2
17 Service industries (estate agents, garages, hairdressing and beauty treatment, hotels, restaurants, entertainment, sport, leisure)	3050	3.4	215	4.1
19 Managers/Administrators NEC (charities, trade unions, political parties, local government, health service, trade and professional associations)	4320	4.8	255	4.8

Key points for SOC Group 1

- **16.9%** of employed disabled graduates entered work as **managers and administrators** compared with **17.6%** of employed non-disabled graduates.
- There was parity in the percentages of disabled graduates entering work as managers and administrators in all areas except **specialist managers and service industries**.
- **4.5%** of disabled graduates entering work as managers and administrators were employed as **specialist managers**, compared with **5.7%** of non-disabled graduates.
- There were higher percentages of disabled graduates employed as managers and administrators in the **service industries (4.1%)** compared to non-disabled graduates (**3.4%**).

4.4 Standard Occupational Classification - SOC Group 2

SOC	Non-disabled	%	Disabled	%
MAJOR GROUP 2 – PROFESSIONAL OCCUPATIONS	Total 24145	26.7 (26.8)	Total 1315	24.8 (27.8)
20 Natural Scientists: chemists, biological scientists and biochemists, physicists, geologists and meteorologists	1415	1.6	95	1.8
21 Engineering: civil, mechanical, electrical, electronic, software, chemical, production, design, quality	3985	4.4	270	5.0
22 Health: medical, psychiatry, pharmacy, ophthalmic, dental, veterinary	5655	6.3	220	4.2
23 Teaching professionals (HE, FE, Schools, inspectors)	7130	7.9	375	7.0
24 Legal: solicitors, barristers, court officers	215	0.2	10	0.2
25 Business and Finance: accountants, actuaries, economists, statisticians, management consultants	3445	3.8	130	2.5
26 Architects, town planners, surveyors	875	1.0	70	1.3
27 Librarians, archivists, curators	185	0.2	20	0.4
29 Psychologists, social scientists, social workers, probation, clergy	1240	1.4	125	2.4

Key points for SOC Group 2

- Within professional occupations there were slightly less disabled graduates employed compared to disabled graduates: **24.8%** of disabled graduates and **26.7%** of non-disabled graduates.
- Graduates with disabilities had higher percentages than their non-disabled peers in **engineering professional occupations, architects, town planners and surveyors, librarians, archivists and curators and psychologists, social scientists, social workers, probation and clergy.**
- **7.0%** of disabled graduates in work entered **teaching** compared with **7.9%** of non-disabled graduates.
- **4.2%** of employed disabled graduates entered **health professions** compared with **6.3%** of employed non-disabled graduates.

4.5 Standard Occupational Classification - SOC Group 3

SOC	Non-disabled	%	Disabled	%
MAJOR GROUP 3 – ASSOCIATE PROFESSIONAL AND TECHNICAL OCCUPATIONS	Total 19345	21.4 (21.5)	Total 1265	23.9 (23.7)
30 Scientific technicians	1530	1.7	135	2.5
31 Draughtspersons, quantity and other surveyors	440	0.5	30	0.5
32 Computer analysts, programmers, IT consultants	2305	2.5	135	2.5
33 Ship and aircraft officers, air traffic planners and controllers	60	0.1	0	0.0
34 Health associate professionals (nurses, midwives, radiographers, physiotherapists, chiropodists, opticians, occupational and speech therapists, environmental health officers, animal health nurses and technicians)	5840	6.5	350	6.6
35 Legal associate professionals (housing and town planning inspectors, barristers'/solicitors' clerks, legal executives, reporters to legal panels)	375	0.4	15	0.3
36 Business and financial associate professionals (estimators, valuers, underwriters, claims assessors, brokers, investment analysts, tax inspectors, personnel officers, organisation and methods and work study officers)	2770	3.1	130	2.4
37 Social welfare, nursery matrons, welfare, community and youth workers	1265	1.4	115	2.2
38 Literary, artistic and sports professionals	3485	3.9	275	5.2
39 Information officers, vocational trainers, careers advisers, driving instructors, factory/trading standards inspectors, health and safety officers	1275	1.4	80	1.5

Key points for SOC Group 3

- There was parity in the percentages of disabled and non-disabled graduates entering work as **draughtspersons, quantity and other surveyors, computer analysts, programmers and IT consultants, ship and aircraft officers, air traffic planners and controllers, health associate professionals, legal associate professionals and information officers, vocational trainers, careers advisers, driving instructors, factory/trading standards inspectors and health and safety officers.**
- A slightly higher percentage of employed disabled graduates entered employment as **scientific technicians, social welfare and literary, artistic and sports professionals** than non-disabled graduates.
- 5.2%** of employed disabled graduates successfully entered **literary, artistic and sports careers**, a higher percentage than non-disabled graduates (**3.9%**).
- A higher percentage of disabled graduates entered **social welfare** posts compared with non-disabled graduates (**2.2%** to **1.4%** respectively).

4.6 Standard Occupational Classification - SOC Group 4

SOC	Non-disabled	%	Disabled	%
MAJOR GROUP 4 – CLERICAL AND SECRETARIAL OCCUPATIONS	Total 16740	18.5 (18.3)	Total 890	16.7 (16.7)
40 Administrative/Clerical officers and assistants in civil service and local government	1600	1.8	100	1.8
41 Numerical clerks and cashiers, accounts clerks, bookkeepers, debt and rent collectors	3365	3.7	155	2.9
42 Filing, computer and records clerks, library assistants	1790	1.8	100	1.9
43 Other clerks not specified above	5930	6.6	330	6.3
44 Stores and despatch clerks	395	0.4	15	0.2
45 Secretaries, personal assistants, typists, word processor operators	1380	1.5	65	1.3
46 Receptionists, telephonists, related occupations	1350	1.5	80	1.5
49 Computer operators, office machine operators, drawing officer assistants	930	1.0	45	0.8

Key points for SOC Group 4

- **16.7%** of employed disabled graduates entered **clerical and secretarial** occupations compared to **18.5%** of non-disabled graduates.
- There was parity in almost all occupations except for **numerical clerks and cashiers** where there were **2.9%** employed disabled graduates compared to **3.7%** non-disabled graduates.

4.7 Standard Occupational Classification - SOC Groups 5, 6, 7, 8, 9

SOC	Non-disabled	%	Disabled	%
MAJOR GROUP 5 – CRAFT AND RELATED OCCUPATIONS	Total 825	0.9 (0.7)	Total 80	1.7 (1.6)
50 Construction trades	115	0.1	10	0.2
51 Metal machining, fitting and instrument making trades	80	0.1	5	0.1
52 Electrical/electronic trades	290	0.3	25	0.5
53 Metal forming, welding and related trades	25	0.0	5	0.1
54 Vehicle Trades	35	0.0	5	0.1
55 Textiles, Garments and related trades	40	0.0	5	0.1
56 Printing and related trades (book binders, screen printers)	55	0.1	0	0.0
57 Woodworking Trades	45	0.0	10	0.2
58 Food Preparation trades	15	0.0	0	0.0
59 Other crafts and related occupations (glass and ceramics makers and finishers/decorators, dental technicians, musical instrument makers, horticultural trades, office machinery mechanics)	125	0.1	15	0.3

SOC	Non-disabled	%	Disabled	%
MAJOR GROUP 6 – PERSONAL AND PROTECTIVE SERVICE OCCUPATIONS	Total 4285	4.7 (4.7)	Total 295	5.6 (5.6)
60 NCOs and other ranks/armed forces	45	0.0	0	0.0
61 Security and protective service (police officers, fire service, prison officers, customs and excise/immigration officers, traffic wardens, security guards)	560	0.6	35	0.6
62 Catering (chefs, waiters, bar staff)	1535	1.7	95	1.8
63 Travel attendants (travel and flight attendants, railway station staff)	95	0.1	5	0.1
64 Health (nursing assistants, ambulance staff, dental nurses, care assistants)	690	0.8	50	1.0
65 Childcare and related occupations (nursery nurses, playgroup leaders, educational assistants)	1135	1.3	95	1.8
66 Hairdressers, beauticians and related occupations	20	0.0	0	0.0
67 Domestic staff	30	0.0	5	0.1
69 Undertakers, bookmakers, other personal services	175	0.2	10	0.2

SOC	Non-disabled	%	Disabled	%
MAJOR GROUP 7 – SALES OCCUPATIONS	Total 6685	7.4 (7.4)	Total 380	7.3 (7.3)
70 Buyers, brokers, related agents (retail buyers, purchasing officers, importers/exporters, air, commodity and ship brokers)	515	0.6	25	0.5
71 Sales representatives (technical and wholesale representatives, demonstrators, property negotiators, auctioneers, insurance sales representative, other sales)	1015	1.1	60	1.2
72 Sales assistants and check-out operations	4245	4.7	255	4.8
73 Mobile, market and door-to-door salespersons	90	0.1	5	0.1
79 Merchandisers, window dressers, telephone salespersons	820	0.9	35	0.7

SOC	Non-disabled	%	Disabled	%
MAJOR GROUP 8 – PLANT AND MACHINE OPERATIVES	Total 580	0.6 (0.6)	Total 35	0.7 (0.7)
80 Bakery, confectionery, brewery, tobacco process operatives	65	0.1	5	0.1
81 Textile and tannery process operatives	0	0.0	0	0.0
82 Chemicals, paper, plastic and related process operatives	25	0.0	0	0.0
83 Metal making and treating process operatives	5	0.0	0	0.0
84 Metal working process operatives	15	0.0	0	0.0
85 Assemblers/line workers	60	0.1	5	0.1
86 Other routine process operatives: inspectors, viewers, testers of metal, electrical, other manufactured goods, packers, graders, routine laboratory testers	150	0.2	10	0.2
87 Road transport operatives	130	0.1	10	0.2
88 Other transport and machinery operative	30	0.0	0	0.0
89 Plant and machine operatives	100	0.1	5	0.1

SOC	Non-disabled	%	Disabled	%
MAJOR GROUP 9 – OTHER OCCUPATIONS	Total 1335	1.5 (1.5)	Total 85	1.7 (1.7)
90 Farm workers, agricultural machinery drivers/operatives, fishing and forestry workers	120	0.1	20	0.3
91 Other occupations in mining and manufacturing	55	0.1	0	0.0
92 Other occupations in construction	115	0.1	5	0.1
93 Other occupations in transport	90	0.1	5	0.1
94 Other occupations in communication	160	0.2	5	0.1
95 Other occupations in sales and services: hospital and hotel porters, counterhands, lift and car park attendants, window cleaners, cleaners	500	0.6	35	0.7
99 All other occupations: all other labourers and related workers	295	0.3	15	0.3
NOT KNOWN	610	0.7	45	0.8
GRAND TOTAL	90455	100 (100)	5280	100 (100.1)

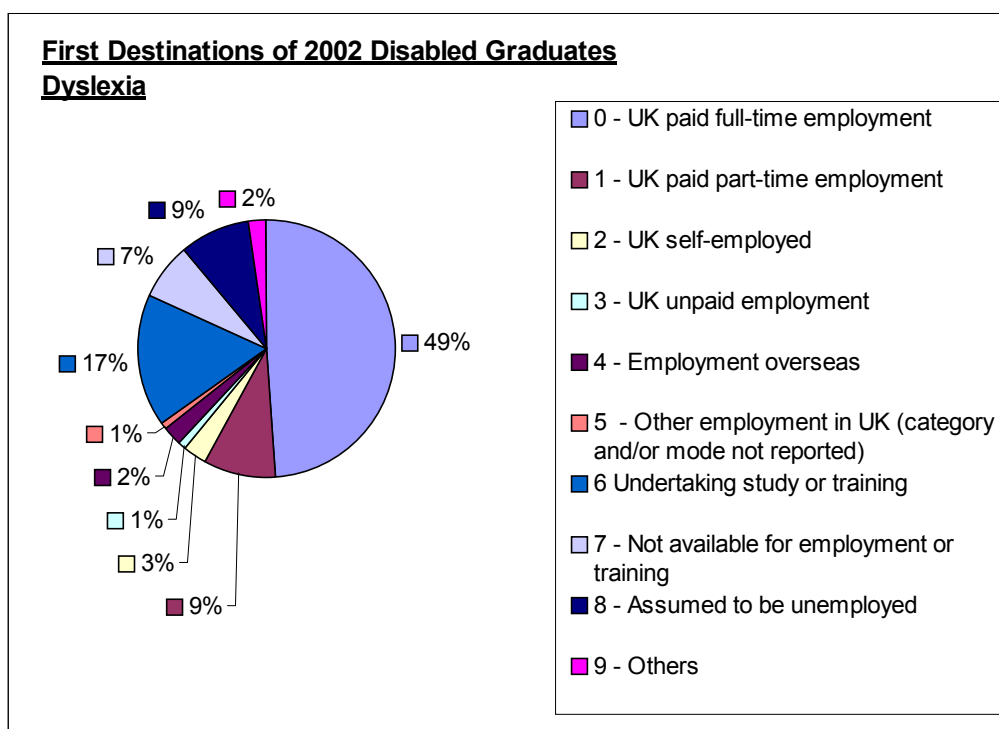
Key points for SOC Groups 5, 6, 7, 8, 9

- The percentage of employed disabled graduates in **craft and related occupations (1.7%)** was higher than that for non-disabled graduates (**0.9%**).
- The percentage of employed disabled graduates in **personal and protective service occupations (5.6%)** was higher than non-disabled graduates (**4.7%**).
- Disabled graduates were marginally more likely to enter work in **childcare and related occupations**.
- There was parity in the numbers of employed disabled and non-disabled graduates entering all occupations within **sales, plant and machine operations, and other occupations**.

5. First Destinations of Disabled Graduates by Disability

For the first time this year we were able to examine the destinations of graduates with specific disabilities.

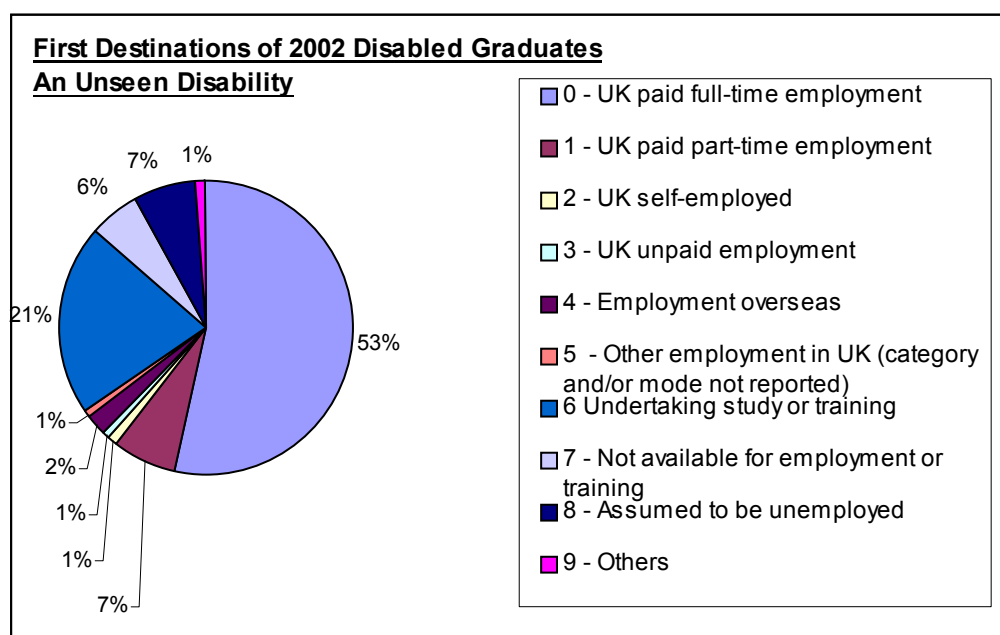
5.1 Dyslexia



Key Findings

- **49%** of graduates with dyslexia entered full-time paid employment compared with the overall figure of **48.4%** of disabled graduates and **53.4%** of non-disabled graduates.
- **16.8%** of graduates with dyslexia went on to further study and training compared with **20.1%** of disabled graduates overall and **19.8%** of non-disabled graduates.
- **3.2%** of graduates with dyslexia entered self-employment compared with **2.3%** of disabled graduates overall and **1.3%** of non-disabled graduates.
- A higher percentage of graduates with dyslexia entered **management and administration (18.1%)** than either disabled graduates overall (**16.9%**) or non-disabled graduates (**17.6%**).
- The percentage of graduates with dyslexia entering **professional occupations (20.7%)** was significantly lower than disabled graduates overall (**24.8%**) and non-disabled graduates (**26.7%**).
- A significantly higher percentage of graduates with dyslexia (**26.7%**) entered **associate professional and technical occupations** than both disabled graduates overall (**23.9%**) and non-disabled graduates (**21.4%**).
- Fewer graduates with dyslexia (**15.2%**) entered **administrative and secretarial** positions than disabled graduates overall (**16.7%**) and non-disabled graduates (**18.5%**).
- **14.7%** of dyslexic graduates entered the **health and social work** sector compared with **16.8%** of disabled graduates generally and **16.6%** of non-disabled graduates.

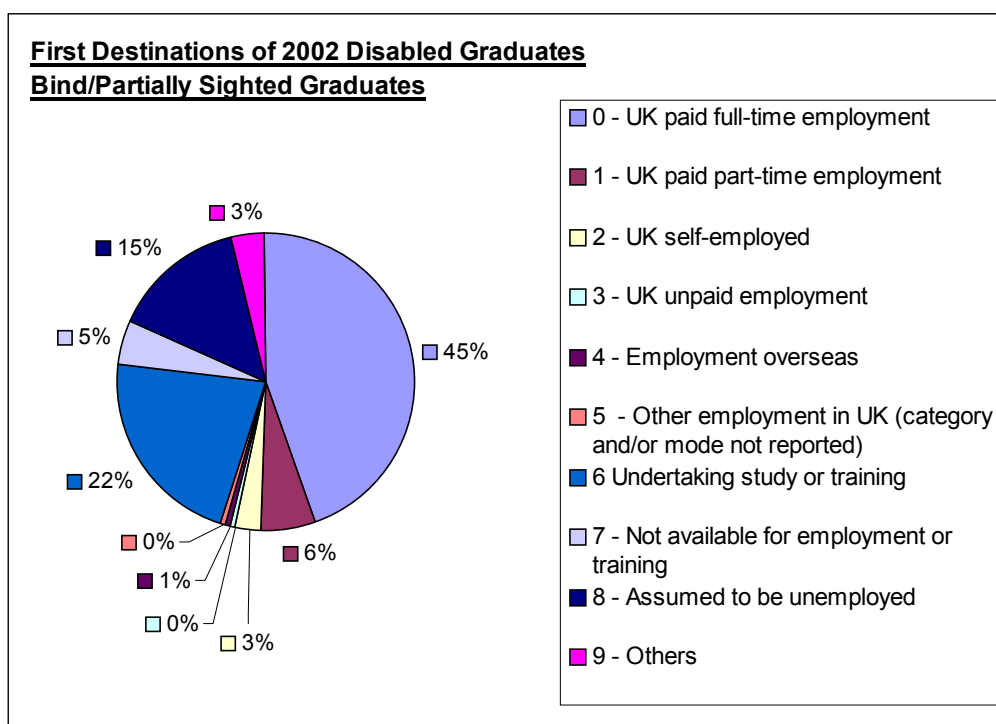
5.2 An Unseen Disability



Key Findings

- **53.4%** of graduates with an unseen disability were in full-time paid employment compared with **48.4%** of disabled graduates overall and **53.4%** of non-disabled graduates.
- **21.1%** of graduates from this group went on to further study or training compared with **20.1%** of disabled graduates overall and **19.8%** of non-disabled graduates.
- **6.8%** of this group were assumed to be unemployed compared with **8.6%** of disabled graduates overall and **6.7%** of non-disabled graduates.
- **15.4%** of graduates within this group entered **management and administration**, the second lowest percentage of any group, compared with **16.9%** of disabled graduates overall and **17.6%** of non-disabled graduates.
- **29.7%** of this group entered **professional occupations**, one of the highest percentages in this part of the survey, compared with **24.8%** of disabled graduates generally and **26.7%** of non-disabled graduates.
- **18.1%** of this group entered the **health and social work** sector compared with **16.8%** of disabled graduates overall and **16.6%** of non-disabled graduates.
- **11.9%** of this group entered the **education** sector compared with **10.9%** of both disabled graduates overall and non-disabled graduates.
- **9.0%** of this group entered **teaching** as compared with **7.0%** of disabled graduates overall and **7.9%** of non-disabled graduates

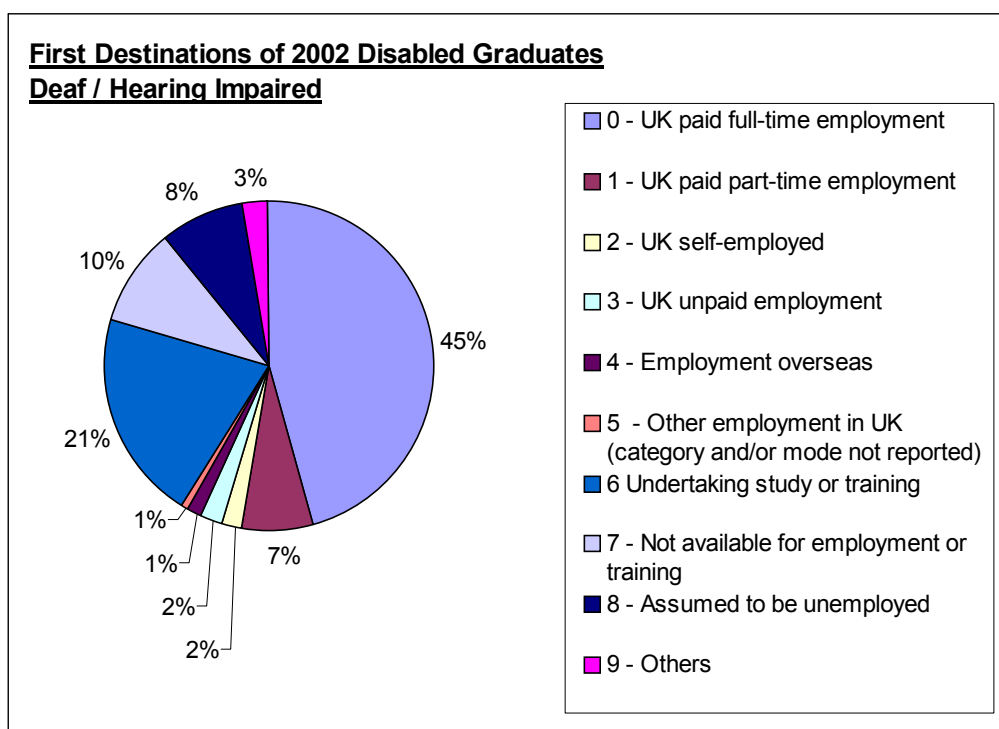
5.3 Blind/Partially Sighted



Key Findings

- **44.6%** of blind/partially sighted graduates entered full-time employment compared with **48.4%** of disabled graduates overall and **53.4%** of non-disabled graduates.
- **22.1%** of blind/partially sighted graduates entered further study and training compared with **20.1%** of disabled graduates overall and **19.8%** of non-disabled graduates.
- **2.7%** of blind/partially sighted graduates entered self-employment compared with **2.3%** of disabled graduates overall and **1.3%** of non-disabled graduates.
- **14.7%** of blind/partially sighted graduates were assumed to be unemployed compared with **8.6%** of disabled graduates overall and **6.7%** of non-disabled graduates.
- Graduates within this category achieved the highest percentage of any significantly sized group of disabled or non-disabled graduates entering positions in **management and administration: 21.7%** compared with **16.9%** of disabled graduates overall and **17.6%** of non-disabled graduates.
- Conversely, proportionately fewer blind/partially sighted graduates (**12.2%**) entered **associate professional and technical** occupations than any other group of graduates in the survey including both disabled graduates overall (**23.9%**) and non-disabled graduates (**21.4%**).
- The proportion of blind/partially sighted graduates entering **professional occupations** was consistent with the figures for disabled graduates overall: **25.2%** compared with **24.8%** and **26.7%** of non-disabled graduates.
- **13%** of graduates from this group entered the **education** sector compared with **10.9%** of disabled graduates overall and the same percentage of non-disabled graduates.
- **7.0%** of graduates from this group entered **teaching**, the same as disabled graduates overall and compared with **7.9%** of non-disabled graduates.

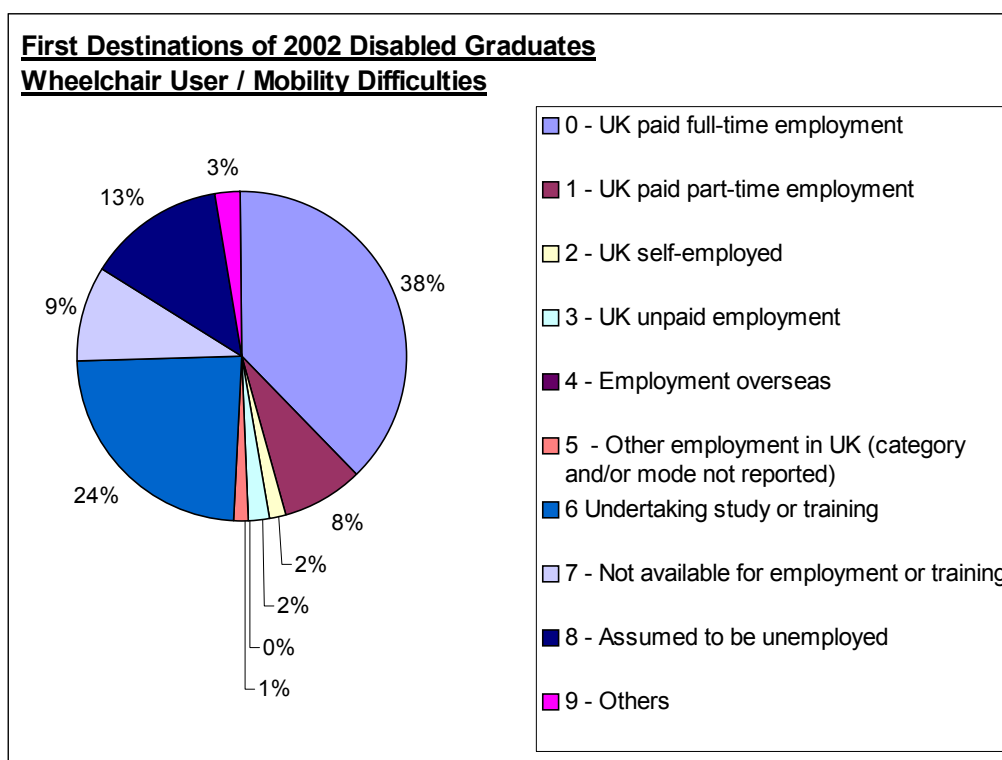
5.4 Deaf/Hearing Impairment



Key Findings

- **45.6%** of deaf/hearing impaired graduates entered full-time employment compared with **48.4%** of disabled graduates overall and **53.4%** of non-disabled graduates.
- **9.5%** of deaf/hearing impaired graduates were not available for employment or training compared with **6.9%** of disabled graduates overall and **6.1%** of non-disabled graduates.
- The number of deaf/hearing impaired graduates entering **professional** occupations (**29.2%**) was significantly higher than disabled graduates overall (**24.8%**) and non-disabled graduates (**26.7%**).
- Graduates within this category achieved the lowest percentage of any group in the survey entering positions in **management and administration: 9.9%** compared with **16.9%** of disabled graduates overall and **17.6%** of non-disabled graduates.
- **9.9%** of blind and partially sighted graduates entered the **financial** activities sector, the highest of any group of disabled graduates and compared with **6.4%** of disabled graduates overall and **8.3%** of non-disabled graduates.
- **13.5%** of this group entered the **education** sector compared with **10.9%** of both disabled graduates overall and non-disabled graduates.
- **7.8%** of this group entered **teaching** as compared with **7.0%** of disabled graduates overall and **7.9%** of non-disabled graduates
- **18.2%** of this group entered the **health and social work** sector compared with **16.8%** of disabled graduates generally and **16.6%** of non-disabled graduates.

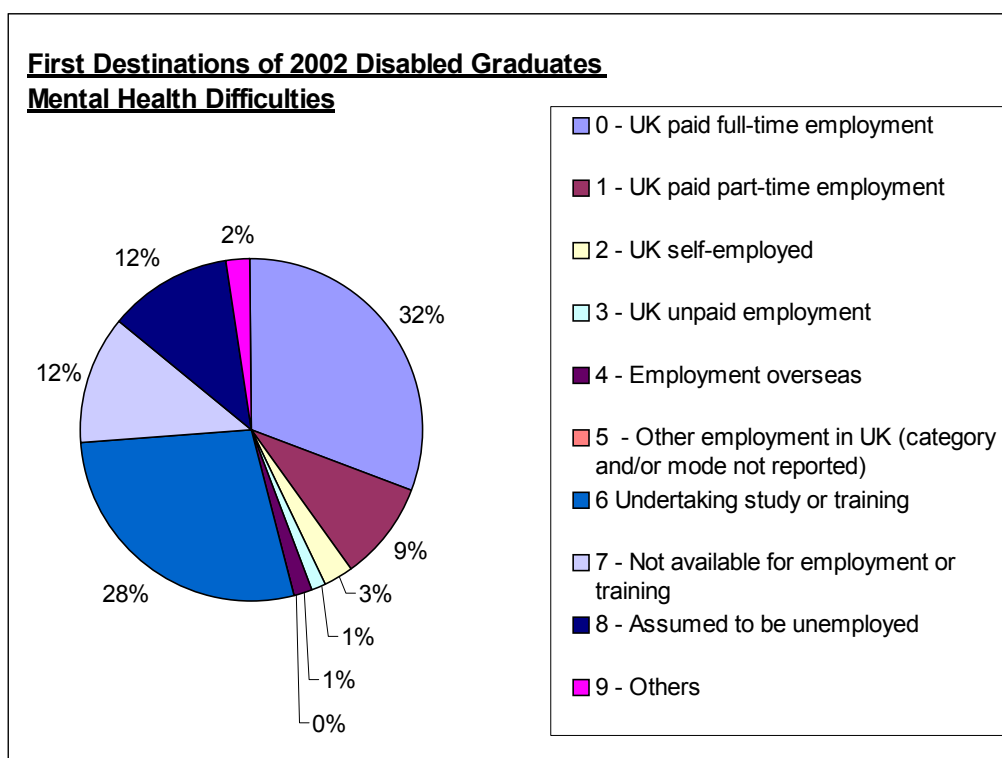
5.5 Wheelchair User/Mobility Difficulties



Key Findings

- **37.8%** of graduates who are wheelchair users/have mobility difficulties were in full-time paid employment compared to **48.4%** of disabled graduates overall and **53.4%** of non-disabled graduates.
- **24%** went on to further study or training compared with **20.1%** of disabled graduates overall and **19.8%** of non-disabled graduates.
- **9.5%** were not available for employment or training compared with **6.9%** of disabled graduates overall and **6.1%** of non-disabled graduates.
- **13.5%** were assumed to be unemployed compared to **8.6%** of disabled graduates overall and **6.7%** of non-disabled graduates.
- Graduates within this category achieved one of the highest percentages of any group entering positions in **management and administration: 20.2%** compared with **16.9%** of disabled graduates overall and **17.6%** of non-disabled graduates.
- Graduates who are wheelchair users/have mobility difficulties achieved the highest percentage (**31.7%**) of any group in this survey entering **professional occupations** compared with **24.8%** of disabled graduates overall and **26.7%** of non-disabled graduates.
- **16.3%** of this group entered the **education** sector, the highest of any group, compared with **10.9%** of both disabled graduates overall and non-disabled graduates.
- **9.6%** of this group entered **teaching** as compared with **7.0%** of disabled graduates overall and **7.9%** of non-disabled graduates.
- **21.2%** of this group entered the **health and social work** sector - the second highest of any group - compared with **16.8%** of disabled graduates overall and **16.6%** of non-disabled graduates.
- **6.7%** of this group entered the **transport, storage and communication** sectors compared with **3.4%** of disabled graduates overall and **3.8%** of non-disabled graduates.

5.6 Mental Health Difficulties



Key Findings

- **30.7%** of graduates with mental health difficulties were in full time employment, the lowest percentage of any of the disabled groups, compared with **48.4%** of disabled graduates overall and **53.4%** of non-disabled graduates.
- **27.9%** of graduates in this group went on to further study or training, compared with **20.1%** of disabled graduates overall and **19.8%** of non-disabled graduates.
- **12.1%** of graduates in this category were not available for employment or training compared with **6.9%** of disabled graduates overall and **6.1%** of non-disabled graduates.
- **12.1%** of graduates with mental health difficulties were assumed to be unemployed, compared with **8.6%** of disabled graduates overall and **6.7%** of non-disabled graduates.
- **20.9%** of graduates from this group entered positions in **management and administration**, one of the highest percentages of any group, compared with **16.9%** of disabled graduates generally and **17.6%** of non-disabled graduates.
- Conversely, graduates with mental health difficulties achieved the lowest percentage of any group entering **professional occupations**: **18.6%** compared with **24.8%** of disabled graduates overall and **26.7%** of non-disabled graduates.
- **32.6%** of graduates within this group entered **associate professional and technical** occupations, the highest percentage of any group of graduates, compared with **23.9%** of disabled graduates generally and **21.4%** of non-disabled graduates.
- **23.3%** of this group entered the **health and social work** sector, again the highest percentage of any group, compared with **16.8%** of disabled graduates overall and **16.6%** of non-disabled graduates.
- **2.3%** of this group entered the **education** sector compared with **10.9%** of both disabled graduates overall and non-disabled graduates.
- **0.0%** of this group entered **teaching** as compared with **7.0%** of disabled graduates overall and **7.9%** of non-disabled graduates

6. Conclusions

The findings of this report challenge the belief that disabled people are much more likely than non-disabled people to be unemployed. The difference between disabled and non-disabled graduates was around two percentage points (8.6% for disabled graduates compared to 6.7% for non-disabled graduates).

In many areas disabled graduates performed as successfully as their non-disabled peers. For example, a slightly higher percentage of disabled graduates (20.1%) entered further study or training compared to non-disabled graduates (19.8%) and more disabled graduates were self-employed (2.3% of disabled graduates compared to 1.3% of non-disabled graduates). However, 48.4% of disabled graduates were in full-time employment compared to 53.4% of non-disabled graduates.

There was little divergence in the industries entered by disabled and non-disabled graduates and overall, comparisons between the occupational groups entered showed minor differences. There was parity in the percentages of disabled graduates entering work as manager and administrators in almost all areas.

Although there were slightly less non-disabled graduates employed within professional occupations overall (24.8% of disabled graduates compared to 26.7% of non-disabled graduates), there were higher percentages of disabled graduates employed as engineers, and in the grouping of psychologists, social workers & probation officers.

Lower percentages of disabled graduates entered the teaching and health professions although the differential identified in the 2001 report was not found to be as high in this year's survey. It will be necessary to collect data over a number of future years before conclusions can be made about the success of disabled graduate entry into these occupational areas.

There were positive findings in the destinations of graduates from all groups of specific disabilities particularly for those with an unseen disability, which revealed the closest parity with those of disabled graduates overall and non-disabled graduates. Graduates with dyslexia or an unseen disability achieved the highest employment rates of any groups of disabled graduates and achieved the most consistently favourable outcomes overall. Both groups together accounted for almost 80% of the total number of disabled graduates. If these groups were removed from the study employment rates for the remaining disabled groups would drop from the overall figure of 48.4% to around 40%, which is significantly lower than the figure for non-disabled graduates of 53.4%. Similarly unemployment figures for the remaining disabled groups would rise from the overall figure of 8.6% to 10.7% compared with 6.7% of non-disabled graduates. So there are less positive outcomes in terms of unemployment rates and success in some areas of employment for graduates from other groups of specific disabilities.

Disabled graduates are not achieving entry to all professions and to full-time employment as a whole to the same extent as non-disabled graduates. In addition disabled graduates continue to enter part-time employment in higher numbers than their non-disabled peers. So there is little room for complacency.

The First Destination Survey provides a snapshot of the destinations that all graduates are in six months after graduating and does not allow for a longer term analysis once many have progressed to a more "graduate" level job. Neither does it allow for a longitudinal analysis of career progression and promotion opportunities, which would add an additional valuable perspective. The data should, therefore, be used objectively in terms of the context of graduate employment as a whole.

An analysis of future cohorts of disabled and non-disabled graduates is also required before substantive conclusions can be made about employment trends for disabled graduates in specific occupational areas. While similarities were apparent in the data collected in 2001 and 2002 there were also some significant differences. It will be interesting to see if these become features of one specific year group or indicate more significant trends in patterns of employment for disabled graduates. In the meantime this report adds to the debate and identifies higher education as one significant factor in the success of disabled people in the labour market.