



What Happens Next?

A Report on the First Destinations of 2003
Graduates with Disabilities

Disabilities Task Group
Published March 2005

What Happens Next?
A Report on the Destinations of 2003 Graduates with Disabilities

Table of Contents

- 1. Introduction**
 - 1.1 Higher Education Services and Disability
 - 1.2 Destinations of Leavers of Higher Education (DLHE)
 - 1.3 Disability Development Network
 - 1.4 What the Report Measured
 - 1.5 Number of Disabled First Degree Full-Time Graduates in 2003
 - 1.6 Numbers of Disabled First Degree Full-Time Graduates by Individual Disability
 - 1.7 Notes on Terminology

- 2. Destinations of Disabled Graduates Compared with Non-Disabled Graduates**
 - 2.1 Table
 - 2.2 Summary of Findings
 - 2.3 Pie Charts

- 3. Standard Industrial Classification/Type of Employer**
 - 3.1 Table
 - 3.2 Summary of Findings

- 4. Standard Occupational Classification**
 - 4.1 Summary of Findings
 - 4.2 Pie Charts
 - 4.3 SOC - Group 1
 - 4.4 SOC - Group 2
 - 4.5 SOC - Group 3
 - 4.6 SOC - Group 4
 - 4.7 SOC - Groups 5, 6, 7, 8, 9

- 5. Destinations of Disabled Graduates by Disability**
 - 5.1 Dyslexia
 - 5.2 An Unseen Disability
 - 5.3 Blind/Partially Sighted
 - 5.4 Deaf/Hearing Impairment
 - 5.5 Wheelchair User/Mobility Difficulties
 - 5.6 Mental Health Difficulties

- 6. Conclusions**

Written by members of the Association of Graduate Careers Advisory Services (AGCAS) Disability Development Network (DDN):

Kate Croucher (Middlesex University), Matthew Evans (University of Glamorgan), Andrew Leacy (University of Westminster).

Copyright

Licensed to the Association of Graduate Careers Advisory Services (AGCAS)

All rights reserved. No part of this publication may be reproduced, stored in a retrieval system, or transmitted, in any form or by any means, electronic, mechanical, photography, recording or otherwise, without prior permission of AGCAS.

1. Introduction

1.1 Higher Education Careers Services and Disability

In recent years widening participation activities have occupied the agenda of most higher education institutions in the UK. University careers services have been at the forefront of these activities in recognising the additional needs of students traditionally seen as disadvantaged within the labour market by virtue of factors relating to age, ethnicity, gender and disability. Specialist support to disabled students, however, has long been a part of careers provision. Many services have developed mentoring schemes, leadership programmes, employer-sponsored projects and web-based resources specifically for disabled students. The value of such initiatives in raising the employability of students is clear but measuring the actual impact of these, and other interventions, to the long-term prospects of disabled graduates is difficult. 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 extends 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 seeking to recruit a more diverse workforce will benefit from a greater understanding of the destinations of disabled graduates and the range of careers that many enter.

1.2 Destination of Leavers of Higher Education survey (DLHE)

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. This survey, formerly known as the 'First Destination Survey' (FDS) has now been renamed the 'Destination of Leavers of Higher Education' survey, and is published by the Higher Education Statistics Agency (HESA). The survey focuses on the current activity of the graduate, or "leaver" from higher education. The categories of data now collected have changed particularly in relation to employment and study status. The DLHE survey collects data based on different combinations of work and study which the First Destinations Survey did not. Categories such as employment only, a combination of employment and study and study only have been introduced as well as changes to some of the occupational groupings (SOC). As a result comparisons with previous surveys are imprecise and should not be made.

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). AGCAS provided the funding required to obtain the statistics from HESA and members of the DDN have produced this report. DTG is committed to the provision of this data as an annual report.

This is the third time this report has been published building on the original 2001 report and last year's 2002 report which was the first to examine the destinations of disabled graduates by nature of disability.

1.4 What this report measured

The aim of the report was to see how the destinations of full-time disabled and non-disabled 2003 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 on a full-time basis and does not focus on the destinations of part-time first degree graduates, postgraduates or diplomates.

1.5 Number of disabled first degree full-time graduates in 2003

- Total number of graduates: 182,319
- Total number of non-disabled graduates: 168,735
- Total number of disabled graduates: 11,651
- Total of unclassified graduates (not known if disabled or non-disabled): 1,933
- The percentage of disabled graduates in 2003 from the total of all graduates with known classification: 6.5%

1.6 Numbers of disabled first degree full-time graduates by specific disability

- Dyslexia : 5720
- Blind/Partially Sighted: 310
- Deaf / Hearing Impairment: 440
- Wheelchair User / Mobility Difficulties: 335
- Personal Care Support: 10
- Mental Health Difficulties: 250
- An Unseen Disability: 3025
- Multiple Disabilities: 375
- A Disability Not Listed Above: 1185

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. Destinations of Disabled Graduates Compared with Non-Disabled Graduates

This section compares the overall destinations of disabled and non-disabled graduates (or leavers from higher education) using the destination categories defined by HESA.

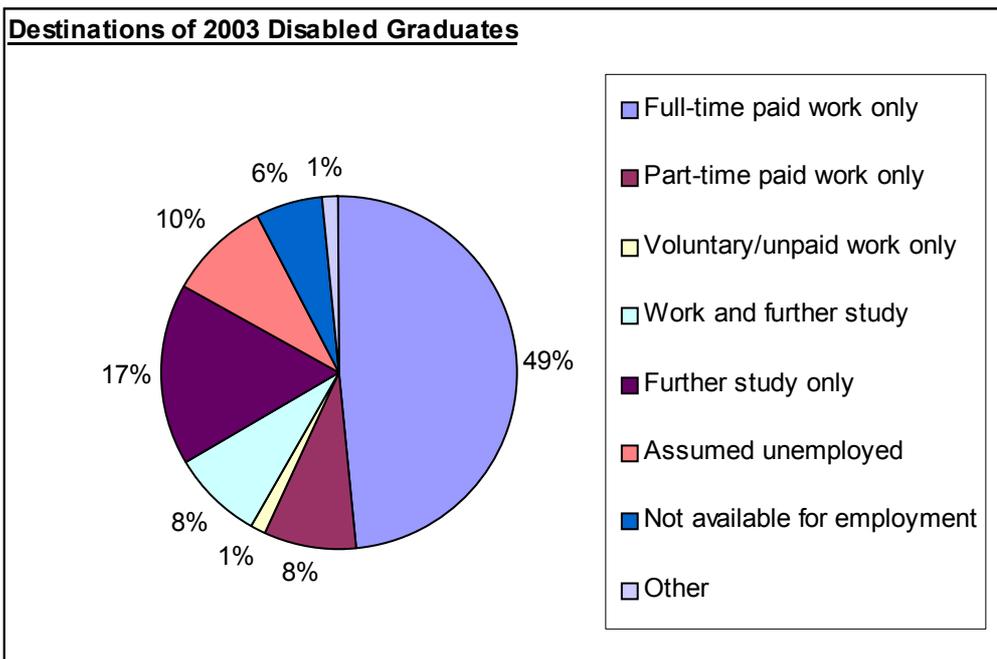
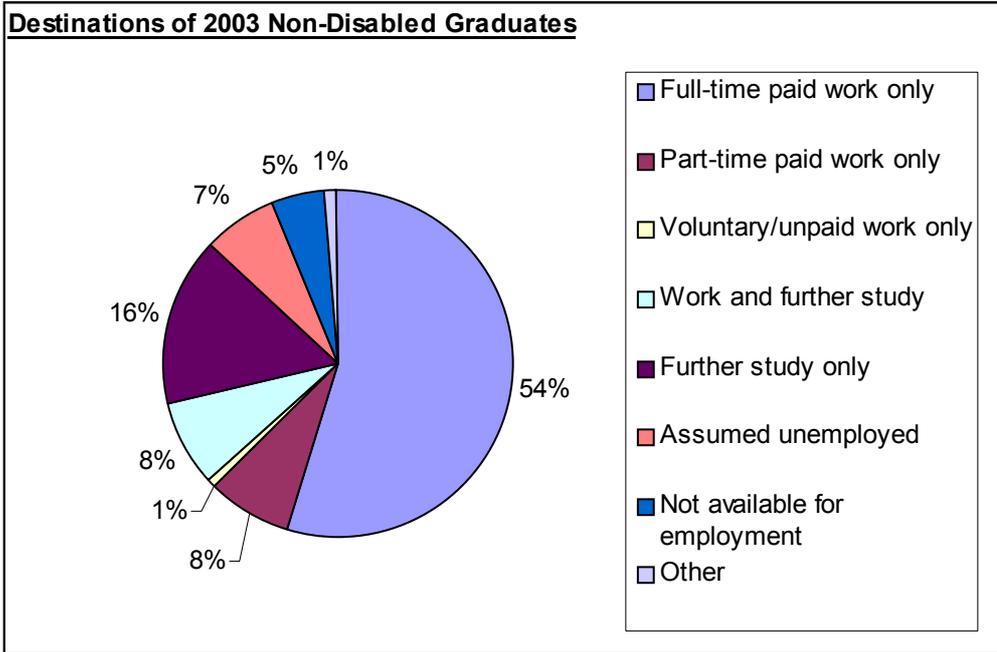
2.1 Destinations of Disabled Graduates Compared with Non-Disabled Graduates - Table

| Destination | Non-disabled | % | Disabled | % |
|------------------------------|---------------|-------------|--------------|-------------|
| All | 168735 | 100 | 11655 | 100 |
| Full-time paid work only | 92065 | 54.6 | 5635 | 48.4 |
| Part-time paid work only | 12880 | 7.6 | 975 | 8.4 |
| Voluntary/unpaid work only | 1435 | 0.9 | 160 | 1.4 |
| Work and further study | 13425 | 8.0 | 955 | 8.2 |
| Further study only | 26870 | 15.9 | 1940 | 16.6 |
| Assumed to be unemployed | 11625 | 6.9 | 1125 | 9.6 |
| Not available for employment | 8770 | 5.2 | 710 | 6.1 |
| Other | 1665 | 1.0 | 155 | 1.3 |

2.2 Summary of Findings

- **48.4%** of disabled graduates were in full-time paid work only compared with **54.6%** of non-disabled graduates.
- **8.4%** of disabled graduates were in part-time paid work only compared with **7.6%** of non-disabled graduates.
- **8.2%** of disabled graduates were engaged in work and further study compared with **8.0%** of non-disabled graduates.
- **16.6%** of disabled graduates were engaged in further study only compared with **15.9%** of non-disabled graduates.
- **9.6%** of disabled graduates were assumed to be unemployed compared with **6.9%** of non-disabled graduates.
- **6.1%** of disabled graduates were not available for work compared with **5.2%** of non-disabled graduates.

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



3. Standard Industrial Classification/Type of Employer

This section identifies the industries entered by 2003 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 employers that graduates were employed by as defined in Part One of the SIC.

3.1 Standard Industrial Classification (Full Time Employment) – Table

| | Non-disabled | % | Disabled | % |
|--|--------------|-------------|----------|-------------|
| TOTAL | 92070 | 100 | 5635 | 100 |
| A. Agriculture/Forestry | 465 | 0.5 | 50 | 0.9 |
| B. Fishing | 10 | 0.0 | 0 | 0.0 |
| C. Mining/Quarrying | 360 | 0.4 | 20 | 0.4 |
| D. Manufacturing | 7845 | 8.5 | 485 | 8.6 |
| E. Electricity/Gas/Water Supply | 950 | 1.0 | 50 | 0.9 |
| F. Construction | 1710 | 1.9 | 135 | 2.4 |
| G. Wholesale and Retail Trade/Motor Vehicles/Household Goods | 10160 | 11.0 | 585 | 10.4 |
| H. Hotels/Restaurants | 3220 | 3.6 | 210 | 3.7 |
| I. Transport/Storage/Communication | 3670 | 4.0 | 200 | 3.5 |
| J. Financial Activities | 7675 | 8.3 | 370 | 6.6 |
| K. Property Development/Renting Business and Research Activities | 15880 | 17.2 | 1005 | 17.8 |
| L. Public Administration and Defence/Social Security | 7730 | 8.4 | 445 | 7.9 |
| M. Education | 10395 | 11.3 | 585 | 10.4 |
| N. Health/Social Work | 15200 | 16.5 | 890 | 15.8 |
| O. Other Community/Social/Personal Service Activities | 6360 | 6.9 | 580 | 10.3 |
| P. Private Households with Employed Persons | 65 | 0.1 | 10 | 0.2 |
| Q. International Organisations | 95 | 0.1 | 5 | 0.1 |
| NOT KNOWN | 180 | 0.2 | 10 | 0.2 |

3.2 Summary of Findings

- On the whole there was little difference in the types of industries both sets of graduates entered. In some cases the percentages of disabled and non-disabled graduates who entered a particular industry were either identical or only marginally different.
- The industrial sectors attracting the highest numbers of disabled and non-disabled graduates were the same: **property, development, renting, business and research activities** and **health and social work**.
- The most significant difference between the two groups in terms of industries entered was within **other community social and personal service activities** accounting for **10.3%** of disabled graduates and **6.9%** of non-disabled graduates.
- There were also significant differences in the numbers of graduates entering the **financial activities** sector, accounting for **6.6%** of disabled graduates compared with **8.3%** of non-disabled graduates.

4. Standard Occupational Classification

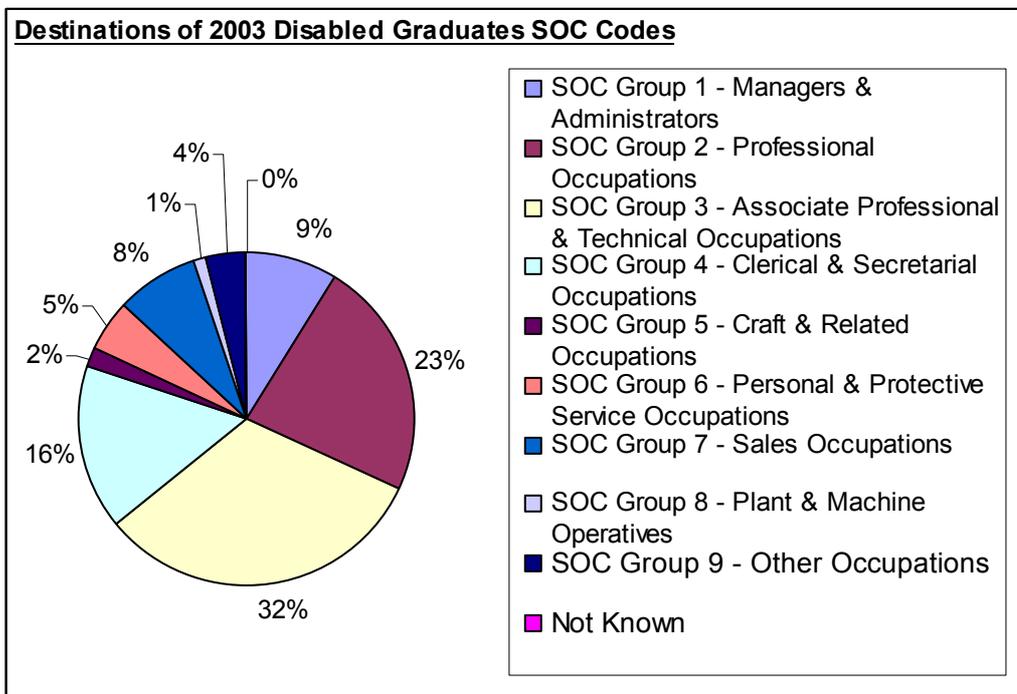
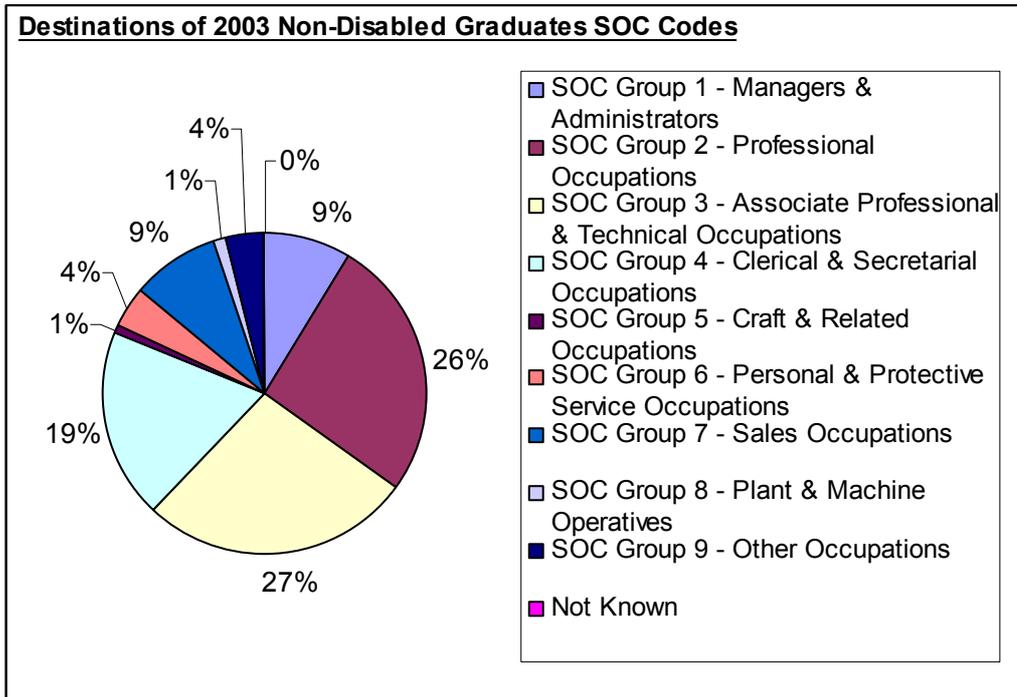
This section compares the occupational groups entered by disabled and non-disabled graduates using the Standard Occupational Classification (SOC) as defined by HESA.

4.1 Summary of Findings

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

- **9.4%** of disabled graduates entered the highest occupational grouping of **management and administration** compared with **9.5%** of non-disabled graduates.
- **23.1%** of disabled graduates entered the second highest level grouping, **professional occupations**, compared with **25.8%** of non-disabled graduates.
- There were higher percentages of disabled graduates entering **associate professional and technical occupations (32%)** compared with non-disabled graduates (**27.9%**).
- Proportionately fewer numbers of disabled graduates entered **clerical and secretarial occupations – 15.6%** - compared with **19%** of non-disabled graduates.
- A slightly lower percentages of disabled graduates entered **sales occupations (7.8%)** compared with non-disabled graduates (**8.6%**).
- There were higher percentages of disabled graduates entering **personal and protective service occupations (4.8%)** compared with non-disabled graduates (**3.8%**).

4.2 Standard Occupational Classification – Overall Findings - Pie Charts



4.3 Standard Occupational Classification – SOC Group 1

| SOC | Non-disabled | % | Disabled | % |
|--|-----------------------|------------|----------------------|------------|
| MAJOR GROUP 1 – MANAGERS AND ADMINISTRATORS | Total 8740 | 9.5 | Total 525 | 9.4 |
| 111 Senior officials in national/local government and special interest organisations, directors and chief executives of major organisations. | 125 | 0.1 | 10 | 0.2 |
| 112 Production works and maintenance, construction, mining and energy. | 385 | 0.4 | 20 | 0.4 |
| 113 Financial managers and chartered secretaries, marketing and sales, purchasing, advertising and public relations, personnel, training and industrial relations, information and communication technology, research and development. | 1955 | 2.1 | 95 | 1.7 |
| 114 Quality assurance, customer care managers. | 270 | 0.3 | 10 | 0.2 |
| 115 Financial institutions, office managers. | 890 | 1.0 | 55 | 1.0 |
| 116 Transport and distribution, storage and warehouse, retail and wholesale. | 1600 | 1.7 | 115 | 2.1 |
| 117 Officers in armed forces, police officers (inspectors and above), senior officers in fire, ambulance, prison and related services, security. | 395 | 0.4 | 20 | 0.3 |
| 118 Hospital and health service, pharmacy, healthcare practise, social services, residential and day care. | 155 | 0.2 | 10 | 0.2 |
| 121 Farm, natural environment, conservation and heritage, animal husbandry, forestry and fishing. | 105 | 0.1 | 10 | 0.2 |
| 122 Hotel and accommodation, conference, events and exhibitions, restaurant and catering, publicans and licensed premises, leisure and sport, travel agency. | 1520 | 1.7 | 100 | 1.8 |
| 123 Managers and proprietors of property, housing and land, garage, hairdressing and beauty salon, shopkeepers, recycling and refuse disposal, other services. | 1340 | 1.5 | 80 | 1.5 |

Key points for SOC Group 1

- There was parity in the percentages of disabled graduates entering work as **managers and administrators** overall.
- A slightly lower percentage of employed disabled graduates entered employment as managers and administrators in **finance, marketing and sales, advertising and public relations, personnel and associated areas (1.7%)** than non-disabled graduates **(2.1%)**.
- There were slightly higher percentages of disabled graduates employed as managers and administrators in **transport and distribution, storage and warehouse, retail and wholesale (2.1%)** compared to non-disabled graduates **(1.7%)**.

4.4 Standard Occupational Classification – SOC Group 2

| SOC | Non-disabled | % | Disabled | % |
|---|----------------|------|---------------|------|
| MAJOR GROUP 2 – PROFESSIONAL OCCUPATIONS | Total 23720 | 25.8 | Total 1300 | 23.1 |
| 211 Chemists, biological scientists and biochemists, physicists, geologists and meteorologists. | 895 | 1.0 | 60 | 1.1 |
| 212 Engineering: civil, mechanical, electrical, electronic, chemical, production, design and developments, production and process, planning and quality control. | 2775 | 3.0 | 175 | 3.1 |
| 213 IT and strategy planning professionals, software professionals. | 2715 | 2.9 | 175 | 3.1 |
| 221 Medical practitioners, psychologists, pharmacists/pharmacologists, ophthalmic opticians, dental practitioners, veterinarians. | 5220 | 5.7 | 190 | 3.4 |
| 231 Higher education, further education, secondary education, primary and nursery education, special needs education teaching professionals, education officers, school inspectors, registrars and senior administrators. | 7090 | 7.7 | 350 | 6.2 |
| 232 Scientific, social science researchers. | 1055 | 1.1 | 65 | 1.1 |
| 241 Solicitors and lawyers, judges and coroners, legal professionals. | 155 | 0.2 | 5 | 0.1 |
| 242 Chartered and certified accountants, management accountants, management consultants, actuaries, economists and statisticians. | 1510 | 1.6 | 75 | 1.3 |
| 243 Architects, town planners, quantity surveyors, chartered surveyors. | 1105 | 1.2 | 95 | 1.7 |
| 244 Public service administrative professionals, social workers, probation officers, clergy. | 1070 | 1.2 | 100 | 1.8 |
| 245 Librarians, archivists and curators. | 130 | 0.1 | 10 | 0.1 |

Key points for SOC Group 2

- A lower percentage of disabled graduates were employed in **professional occupations (23.1%)** compared to non-disabled graduates (**25.8%**).
- Graduates with disabilities had higher percentages than their non-disabled peers in **architects, town planners, quantity and chartered surveyors, public service administrative professionals, social workers, probation officers and clergy occupations**.
- **3.4%** of disabled graduates entered **medical practitioners, psychologists, pharmacists, ophthalmic opticians, dental practitioners and veterinarian occupations** compared with **5.7%** of non-disabled graduates.
- **6.2%** of disabled graduates in employment entered teaching compared with **7.7%** of non-disabled graduates.

4.5 Standard Occupational Classification - SOC Group 3

| SOC | Non-disabled | % | Disabled | % |
|--|----------------|------|-------------|-------------|
| MAJOR GROUP 3 – ASSOCIATE PROFESSIONAL AND TECHNICAL OCCUPATIONS | Total 25680 | 27.9 | 1795 | 32.0 |
| 311 Technicians: laboratory, electrical/electronic, engineering, building and civil engineering, quality assurance, science and engineering. | 1205 | 1.3 | 70 | 1.3 |
| 312 Architectural and town planning technicians, draughtspersons, building inspectors. | 735 | 0.8 | 50 | 0.9 |
| 313 IT operations technicians (network support), IT user support technicians (held desk support). | 1160 | 1.3 | 75 | 1.4 |
| 321 Nurses, midwives, paramedic, medical radiographers, chiropractors, dispensing opticians, pharmaceutical dispensers, medical and dental technician. | 3275 | 3.6 | 160 | 2.9 |
| 322 Physiotherapists, occupational therapists, speech and language therapists, other therapists. | 2435 | 2.6 | 180 | 3.5 |
| 323 Youth and community workers, housing and welfare officers. | 1345 | 1.5 | 125 | 2.2 |
| 331 Armed forces: NCOs and other ranks, police officers (sergeants and below), fire service officers, prison service officers, protective service ass. professionals. | 420 | 0.5 | 25 | 0.4 |
| 341 Artists (fine art), authors, writers, performing artists, dancers and choreographers, musicians, arts officers, producers and directors. | 1170 | 1.3 | 135 | 2.4 |
| 342 Graphic artists and designers, product, clothing and related designers. | 1925 | 2.1 | 250 | 4.4 |
| 343 Journalists, newspaper and periodical editors, broadcasters (announcers, disc jockeys, news readers), public relations officers, photographers and audio-visual equipment operators. | 1555 | 1.7 | 125 | 2.2 |
| 344 Sports players, sports coaches, instructors and officials, fitness instructors. | 770 | 0.8 | 60 | 1.1 |
| 351 Air traffic controllers, aircraft pilots and flight engineers. | 55 | 0.1 | 0 | 0.0 |
| 352 Legal associate professionals. | 470 | 0.5 | 15 | 0.3 |
| 353 Estimators, valuers and assessors, brokers, insurance underwriters, finance and investment analysts/advisers, taxation experts, importers, exporters, financial and accounting technicians, business and related ass. professionals. | 2795 | 3.0 | 160 | 2.8 |
| 354 Buyers and purchasing officers, sales representatives, marketing associate professionals, estate agents, auctioneers. | 3920 | 4.3 | 220 | 3.9 |
| 355 Conservation, heritage and environmental protection officers, countryside and park rangers. | 195 | 0.2 | 15 | 0.3 |
| 356 Public service associate professionals, personnel and industrial relations officers, vocational and industrial trainers and instructors, careers advisers and vocational guidance specialists, inspectors of factories, utilities and trading standards, occupational hygienists and safety officers (health and safety), environmental health officers. | 2250 | 2.4 | 130 | 2.3 |

Key points for SOC Group 3

- **32%** of employed disabled graduates entered **associate professional and technical occupations** compares to **27.9%** of employed non-disabled graduates.
- A higher percentage of disabled graduates entered employment as **graphic artists and designers, product, clothing and related occupations (4.4%)** compared to non-disabled graduates (**2.1%**).
- A lower percentage of disabled graduates entered employment as **nurses, midwives and related occupations (2.9%)** than disabled graduates (**3.6%**).
- **3.5%** of employed disabled graduates entered employment as **physiotherapists and associated therapist occupations**, a higher percentage than non-disabled graduates (**2.6%**).

4.6 Standard Occupational Classification - SOC Group 4

| SOC | Non-disabled | % | Disabled | % |
|---|----------------|------|----------------------|-------------|
| MAJOR GROUP 4 – CLERICAL AND SECRETARIAL OCCUPATIONS | Total 17455 | 19.0 | Total 880 | 15.6 |
| 411 Civil service executive officers, administrative officers and assistants, local government clerical officers and assistants, officers of non-governmental organisations. | 2130 | 2.3 | 100 | 1.8 |
| 412 Credit controllers, accounts and wages clerks, book-keepers, other financial clerks, counter clerks (banks, building societies, post offices). | 3975 | 4.3 | 165 | 2.9 |
| 413 Filing and other records assistants/clerks, pensions and insurance, stock control, transport and distribution, library assistants/clerks, database assistants/clerks, market research interviewers. | 3865 | 4.2 | 210 | 3.7 |
| 414 Telephonists, communication operators | 215 | 0.2 | 15 | 0.3 |
| 415 General office assistants/clerks not specified above. | 5200 | 5.7 | 275 | 4.9 |
| 421 Medical, legal, school, company secretaries, personal assistants and other secretaries, receptionists, typists. | 2070 | 2.3 | 115 | 2.0 |

Key points for SOC Group 4

- Overall **15.6%** of employed disabled graduates entered **clerical and secretarial occupations** compared to **19%** of non-disabled graduates.
- There were lower percentages of disabled graduates employed as **credit controllers, accounts and wages clerks, book keepers and counter clerks in banks and building societies (2.9%)** than non-disabled graduates (**4.3%**).
- A slightly lower percentage of employed disabled graduates entered **civil service executive officer, administrative officers and assistants in local and national government and non-governmental organisations (1.8%)** than non-disabled graduates (**2.3%**).

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

| SOC | Non-Disabled | % | Disabled | % |
|--|------------------|------------|------------------|------------|
| MAJOR GROUP 5 – CRAFT AND RELATED OCCUPATIONS | Total 950 | 1.0 | Total 100 | 1.8 |
| 511 Farmers, horticultural trades, gardeners and groundsmen/women, agricultural and fishing trades. | 155 | 0.2 | 15 | 0.3 |
| 521 Smiths and forge workers, moulders, core makers, die casters, sheet metal workers, metal plate workers, shipwrights, riveters, welding trades, pipe fitters. | 15 | 0.0 | 0 | 0.0 |
| 522 Metal machining setters and setter-operators, tool makers, fitters and markers-out, metal working production and maintenance fitters, precision instrument makers and repairers. | 55 | 0.1 | 5 | 0.1 |
| 523 Motor mechanics, vehicle body builders and repairers, auto electricians, vehicle spray painters. | 15 | 0.0 | 5 | 0.1 |
| 524 Electricians, electrical fitters, telecommunications engineers, lines repairers and cable jointers, TV, video and audio engineers, computer engineers, installation and maintenance. | 190 | 0.2 | 15 | 0.3 |
| 531 Steel erectors, bricklayers, masons, roofers, roof tillers and slaters, plumbers, heating and ventilation engineers, carpenters and joiners, glaziers, window fabricators and fitters. | 125 | 0.1 | 15 | 0.3 |
| 532 Plasterers, floorers, and wall tillers, painters and decorators. | 30 | 0.0 | 5 | 0.1 |
| 541 Weavers and knitters, upholsterers, leather and related trades, tailors and dressmakers, textiles, garments and related trades. | 40 | 0.0 | 5 | 0.1 |
| 542 Originators, compositors and print preparers, printers, bookbinders and print finishers, screen printers. | 50 | 0.1 | 5 | 0.1 |
| 543 Butchers, meat cutters, bakers, flour confectioners, fishmongers, poultry dressers, chefs, cooks. | 185 | 0.2 | 20 | 0.3 |
| 549 Glass and ceramics makers, decorators and finishers, furniture makers, other craft woodworkers, pattern makers (moulds), musical instrument makers and tuners, goldsmiths, silversmiths, precious stone workers, floral arrangers, florists, hand craft occupations. | 90 | 0.1 | 10 | 0.2 |

| SOC | Non-disabled | % | Disabled | % |
|--|-------------------|------------|------------------|------------|
| MAJOR GROUP 6 – PERSONAL AND PROTECTIVE SERVICE OCCUPATIONS | Total 3520 | 3.8 | Total 265 | 4.8 |
| 611 Nursing auxiliaries and assistants, ambulance staff (excluding paramedics), dental nurses, houseparents and residential wardens, care assistants and home carers. | 960 | 1.0 | 85 | 1.5 |
| 612 Nursery nurses, childminders and related occupations, playgroup leaders/assistants, educational assistants. | 1405 | 1.5 | 115 | 2.0 |
| 613 Veterinary nurses and assistants, animal care occupations. | 110 | 0.1 | 5 | 0.1 |
| 621 Sports and leisure assistants, travel agents, travel and tour guides, air, rail travel assistants, rail travel assistants, leisure and travel service occupations. | 935 | 1.0 | 55 | 1.0 |
| 622 Hairdressers, barbers, beauticians and related occupations | 35 | 0.0 | 0 | 0.0 |
| 623 Housekeepers and related occupations, caretakers. | 70 | 0.1 | 5 | 0.1 |
| 629 Undertakers and mortuary assistants, pest control officers. | 5 | 0.0 | 0 | 0.0 |

| SOC | Non-disabled | % | Disabled | % |
|---|----------------------|-----|---------------------|-----|
| MAJOR GROUP 7 – SALES OCCUPATIONS | Total 7905 | 8.6 | Total 435 | 7.8 |
| 711 Sales and retail assistants, retail cashiers and check-out operators, telephone salespersons. | 4510 | 4.9 | 275 | 4.9 |
| 712 Collector salespersons and credit agents, debt, rent and other cash collectors, roundsmen/women and van salespersons, market and street traders and assistants, merchandisers and window dressers, sales related occupations. | 640 | 0.7 | 30 | 0.6 |
| 721 Call centre agents/operators, customer care occupations. | 2755 | 3.0 | 130 | 2.3 |

| SOC | Non-disabled | % | Disabled | % |
|--|---------------------|-----|--------------------|-----|
| MAJOR GROUP 8 – PLANT AND MACHINE OPERATIVES | Total 635 | 0.7 | Total 60 | 1.0 |
| 811 Process operatives – food, drink and tobacco, glass and ceramics, textile, chemical and related, rubber, plastics, metal making and treating, electroplaters. | 95 | 0.1 | 5 | 0.1 |
| 812 Operatives – paper and wood machine, coal mine, quarry workers and related, energy plant, metal working, water and sewerage plant. | 50 | 0.1 | 5 | 0.1 |
| 813 Assemblers (electrical products), assemblers (vehicles and metal goods), routine inspectors and testers, weighers, graders, sorters, tyre, exhaust and widescreen fitters, clothing cutters, sewing machinists, routine laboratory testers, assemblers and routine operatives. | 235 | 0.3 | 30 | 0.5 |
| 814 Scaffolders, staggers, riggers, road construction operatives, rail construction and maintenance operatives. | 25 | 0.0 | 0 | 0.0 |
| 821 Heavy goods vehicle drivers, van drivers, bus and coach drivers, taxi, cab drivers and chauffeurs, driving instructors, rail transport operatives, seafarers (merchant navy), barge, lighter and boat operatives, air transport, transport operatives. | 210 | 0.2 | 20 | 0.3 |
| 822 Drivers – crane, fork-lift truck, agricultural machinery, mobile machine. | 20 | 0.0 | 0 | 0.0 |

| SOC | Non-disabled | % | Disabled | % |
|---|----------------------|----------------|---------------------|----------------|
| MAJOR GROUP 9 – OTHER OCCUPATIONS | Total 3275 | 3.6 | Total 255 | 4.4 |
| 911 Farm workers, forestry workers, fishing and agricultural related occupations. | 90 | 0.1 | 10 | 0.2 |
| 912 Labourers in building and woodworking, other building trades. | 230 | 0.2 | 20 | 0.3 |
| 913 Labourers in foundries, industrial cleaning occupations, printing machine minders and assistants, packers, bottlers, canners, fillers, labourers in process and plant operatives. | 160 | 0.2 | 15 | 0.2 |
| 914 Stevedores, dockers and slingers, other goods handling and storage occupations. | 285 | 0.3 | 10 | 0.2 |
| 921 Postal workers, mail sorters, messengers, couriers. | 325 | 0.4 | 30 | 0.6 |
| 922 Hospital porters, hotel porters, kitchen and catering assistants, waiters, waitresses, bar staff, leisure and theme park attendants. | 1750 | 1.9 | 125 | 2.2 |
| 923 Window cleaners, road sweepers, cleaners, domestics, launderers, dry cleaners, pressers, refuse and salvage occupations. | 165 | 0.2 | 15 | 0.2 |
| 924 Security guards and related occupations, traffic wardens, school crossing patrol attendants, school midday assistants, car park attendants. | 145 | 0.2 | 15 | 0.2 |
| 925 Shelf fillers, elementary sales occupations. | 125 | 0.1 | 10 | 0.2 |
| NOT KNOWN | 190 | 0.2 | 5 | 0.1 |
| GRAND TOTAL | 92070 | 100 (100.1) | 5620 | 100 (100.0) |

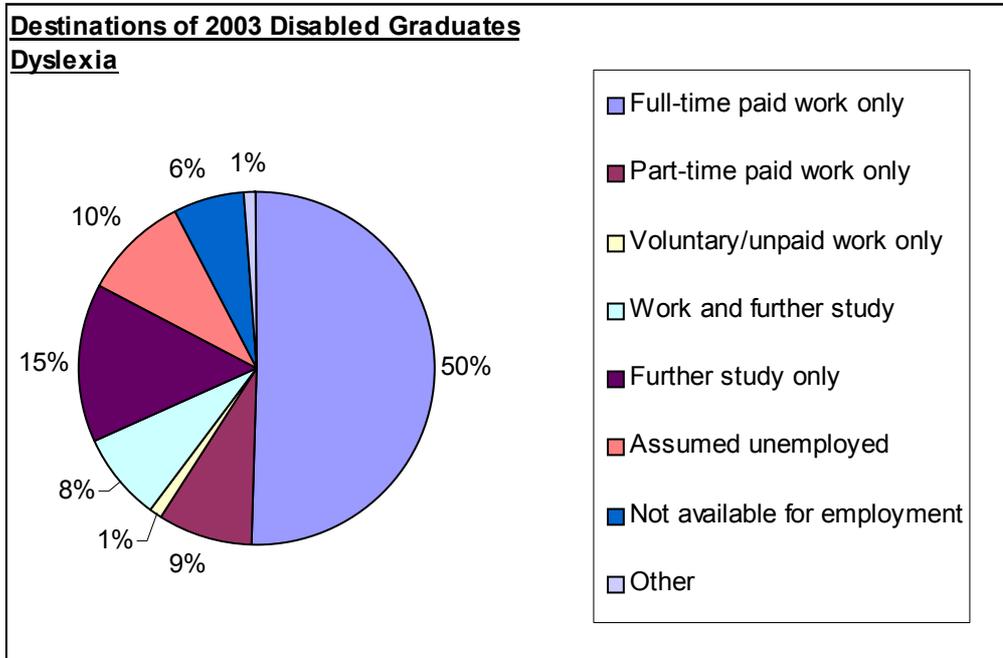
Key points for SOC Groups 5, 6, 7, 8, 9

- The percentage of employed disabled graduates in **craft and related occupations (1.8%)** was slightly higher than non-disabled graduates (1%).
- The percentage of employed disabled graduates in **personal and protective service occupations (4.8%)** was higher than non-disabled graduates (3.8%).
- There were higher percentages of employed disabled graduates working as **nursing assistants, ambulance staff, dental nurses and home carers (1.5%)** than non-disabled graduates (1%).
- The percentage of employed disabled graduates working as **nursery nurses, childminders, playgroup assistants and educational assistants (2%)** was slightly higher than non-disabled graduates (1.5%).
- There was parity in the number of employed disabled and non-disabled graduates working as **sales and retail assistants (4.9%)**.
- **2.2%** of employed disabled graduates were working as **hospital and hotel porters, kitchen and catering assistants, waiters, waitresses and bar staff** compared with **1.9%** of disabled graduates.

5. Destinations of Disabled Graduates by Disability

The following section of the report examines the destinations of graduates by specific disabilities and summarises the key findings in relation to their primary activities, industries and occupations entered.

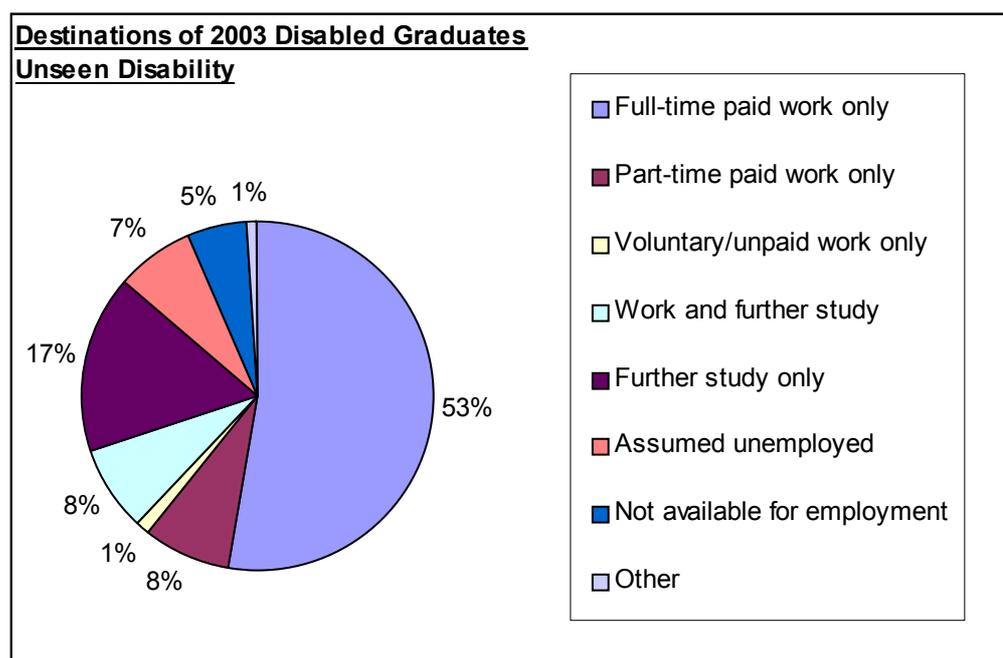
5.1 Dyslexia



Key Findings

- **50.3%** of graduates with dyslexia entered full-time paid work only compared with the overall figure of **48.4%** of disabled graduates and **54.6%** of non-disabled graduates.
- **14.7%** of graduates with dyslexia went on to further study only compared with **16.6%** of disabled graduates overall and **15.9%** of non-disabled graduates.
- **9.7%** of graduates with dyslexia were assumed to be unemployed compared with **9.6%** of disabled graduates overall and **6.9%** of non-disabled graduates.
- A higher percentage of employed graduates with dyslexia entered **management and administration occupations (10.1%)** than either disabled graduates overall (**9.4%**) or non-disabled graduates (**9.5%**).
- The percentage of employed graduates with dyslexia entering **professional occupations (20%)** was lower than disabled graduates overall (**23.1%**) and non-disabled graduates (**25.8%**).
- A higher percentage of employed graduates with dyslexia (**34.4%**) entered **associate professional and technical occupations** than both disabled graduates overall (**32%**) and non-disabled graduates (**27.9%**).
- **5%** of employed graduates with dyslexia entered **teaching occupations** compared with **6.2%** of disabled graduates overall and **7.7%** of non-disabled graduates.
- A lower percentage of employed graduates with dyslexia (**1.6%**) entered **medical practitioner, psychologist, pharmacist/pharmacologist, ophthalmic optician, dental practitioner, veterinarian occupations** compared with non-disabled graduates (**5.7%**) and disabled graduates as a whole (**3.4%**).

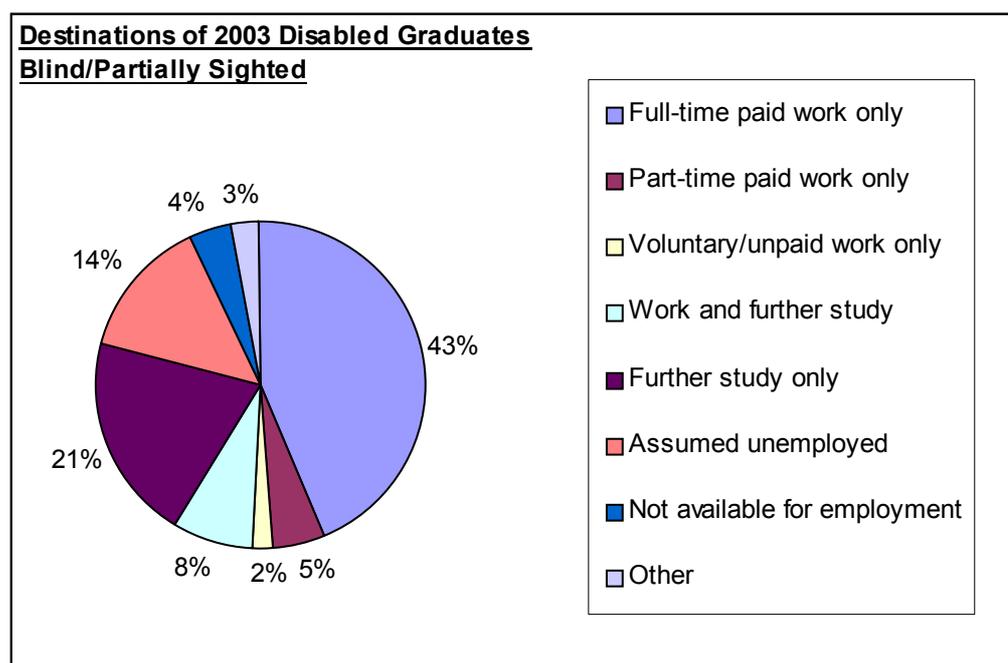
5.2 Unseen Disability



Key findings

- **52.5%** of graduates with an unseen disability were in full-time paid work only compared with **48.4%** of disabled graduates overall and **54.6%** of non-disabled graduates.
- **16.6%** of graduates with an unseen disability were engaged in further study only, the same percentage as disabled graduates overall and compared with **15.9%** of non-disabled graduates.
- **7.4%** of graduates with an unseen disability were assumed to be unemployed compared with **9.6%** of disabled graduates overall and **6.9%** of non-disabled graduates.
- **18.6%** of employed graduates with an unseen disability were working in **health and social work** sectors compared with **15.8%** of disabled graduates overall and **16.5%** of non-disabled graduates.
- The highest percentage of employed graduates entering **professional occupations** was from this group (**28.3%**), compared with **23.1%** of disabled graduates overall and **25.8%** of non-disabled graduates.
- The number of employed graduates from this group who entered **management and administration occupations (9.2%)** was similar to disabled graduates overall (**9.5%**) and non-disabled graduates (**9.5%**).
- A higher percentage of employed graduates with an unseen disability (**6.3%**) entered **medical practitioner, psychologist, pharmacist/ pharmacologist, ophthalmic optician, dental practitioner, veterinarian occupations** than non-disabled graduates (**5.7%**), considerably higher than for disabled graduates as a whole (**3.4%**).

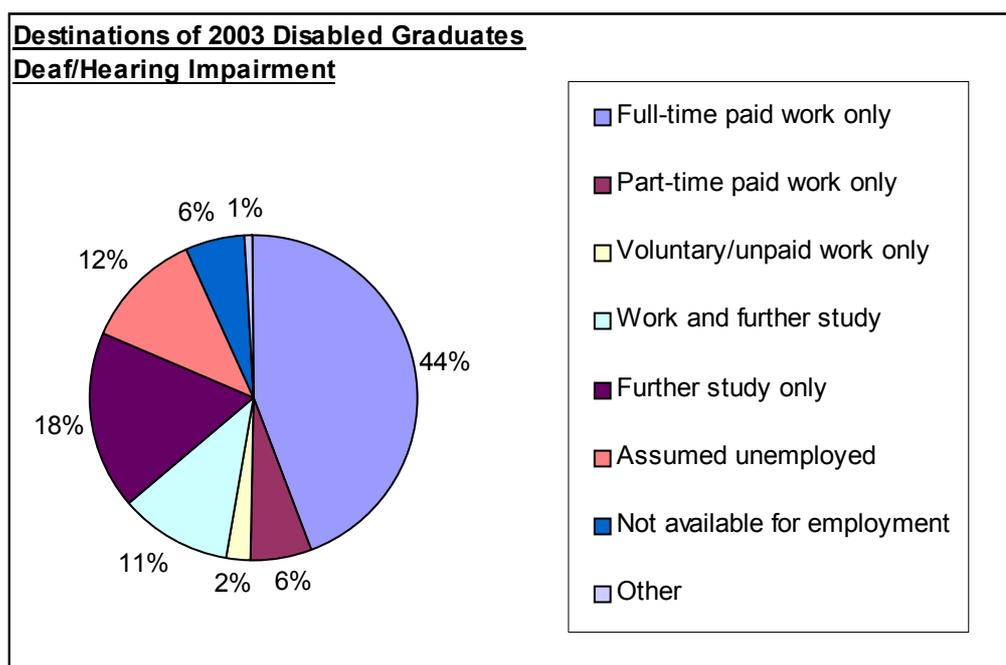
5.3 Blind/Partially Sighted



Key Findings

- **43.7%** of blind/partially sighted graduates entered full-time paid work only compared with **48.4%** of disabled graduates overall and **54.6%** of non-disabled graduates.
- **20.6%** of blind/partially sighted graduates entered further study only compared with **16.6%** of disabled graduates overall and **15.9%** of non-disabled graduates.
- **14.1%** of blind/partially sighted graduates were assumed to be unemployed compared with **9.6%** of disabled graduates overall and **6.9%** of non-disabled graduates.
- **19.9%** of employed blind/partially sighted graduates entered **health and social work** sectors compared with **15.8%** of disabled graduates overall and **16.5%** of non-disabled graduates.
- Proportionately fewer employed blind/partially sighted graduates entered **management and administration occupations (5.9%)** compared with disabled graduates overall (**9.4%**) and non-disabled graduates (**9.5%**).
- **4.4%** of employed blind/partially sighted graduates entered **teaching occupations** compared to **6.2%** of disabled graduates overall and **7.7%** of non-disabled graduates.
- A much lower percentage of employed blind/partially sighted graduates (**1.6%**) entered **medical practitioner, psychologist, pharmacist/ pharmacologist, ophthalmic optician, dental practitioner, veterinarian occupations** compared with non-disabled graduates (**5.7%**) and disabled graduates as a whole (**3.4%**).

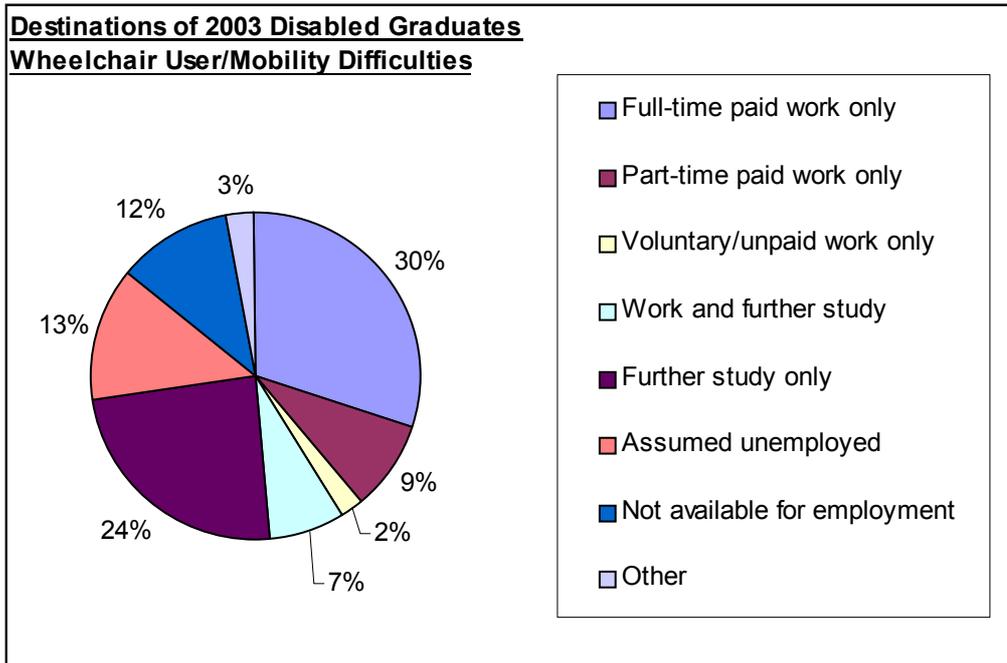
5.4 Deaf/Hearing Impairment



Key Findings

- **44.3%** of deaf/hearing impaired graduates entered full-time paid work only compared with **48.4%** of disabled graduates overall and **54.6%** of non-disabled graduates.
- **17.8%** of deaf/hearing impaired graduates entered further study only compared with **16.6%** of disabled graduates overall and **15.9%** of non-disabled graduates.
- **11.9%** of deaf/hearing impaired graduates were assumed to be unemployed compared with **9.6%** of disabled graduates overall and **6.9%** of non-disabled graduates.
- **22.2%** of employed deaf/hearing impaired graduates entered **health and social work** compared with **15.8%** of disabled graduates overall and **16.5%** of non-disabled graduates.
- **8.8%** of employed deaf/hearing impaired graduates entered **teaching occupations** compared with **6.2%** of disabled graduates overall and **7.7%** of non-disabled graduates.
- **25.8%** of employed deaf/hearing impaired graduates entered **professional occupations**, one of the highest percentages for specific groups in this part of the survey, compared with **23.1%** of disabled graduates overall and **25.8%** of non-disabled graduates.
- Conversely the percentage of employed deaf/hearing impaired graduates entering **management and administration occupations (4.6%)** was the lowest for all groups, compared with **9.4%** of disabled graduates as a whole and **9.5%** of non-disabled graduates.
- A lower percentage of employed deaf/hearing impaired graduates (**4.6%**) entered **medical practitioner, psychologist, pharmacist/pharmacologist, ophthalmic optician, dental practitioner, veterinarian occupations** compared with non-disabled graduates (**5.7%**), but higher than for disabled graduates as a whole (**3.4%**).

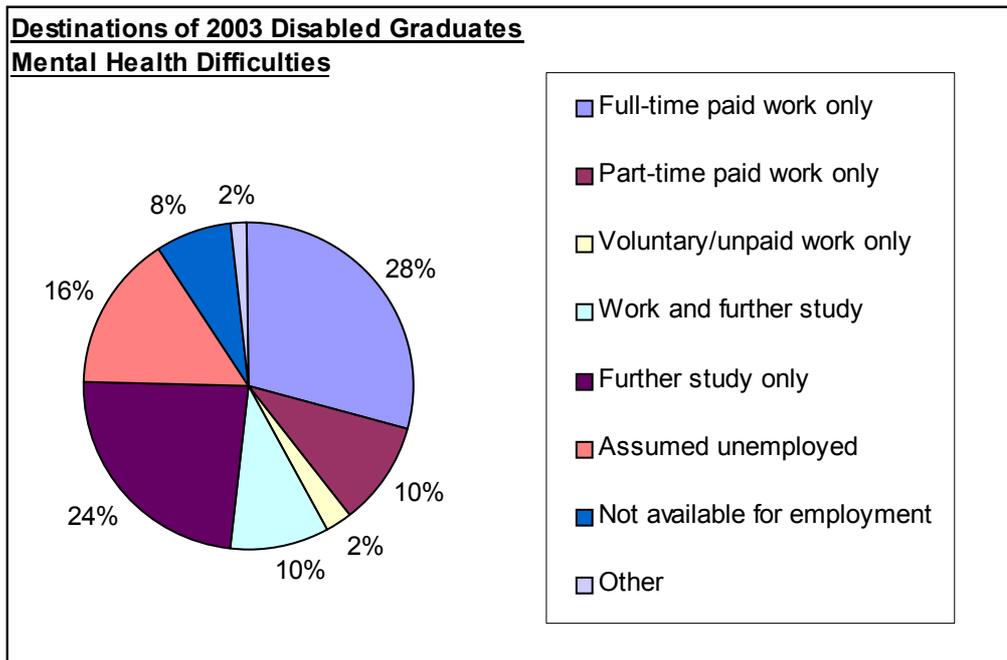
5.5 Wheelchair User/Mobility Difficulties



Key Findings

- **30.3%** of graduates who are wheelchair users/have mobility difficulties were in full-time paid work only compared with **48.4%** of disabled graduates overall and **54.6%** of non-disabled graduates.
- **24%** were in further study only compared with **16.6%** of disabled graduates overall and **15.9%** of non-disabled graduates.
- **13.4%** were assumed to be unemployed compared with **9.6%** of disabled graduates overall and **6.9%** of non-disabled graduates.
- **11.6%** of this group were not available for employment compared with **6.1%** of disabled graduates overall and **5.2%** of non-disabled graduates.
- **21.6%** of employed graduates from this group entered **health and social work** sectors, **21.6%**, compared with **15.8%** of disabled graduates overall and **16.5%** of non-disabled graduates.
- **12.7%** of employed graduates from this group entered **management and administration occupations**, the highest percentage of any group, compared with **9.4%** of disabled graduates overall and **9.5%** of non-disabled graduates.
- **10.8%** of employed graduates from this group entered **teaching occupations**, the highest percentage of any group, compared with **6.2%** of disabled graduates overall and **7.7%** of non-disabled graduates.
- A lower percentage of employed graduates from this group (**3.9%**) entered **medical practitioner, psychologist, pharmacist/ pharmacologist, ophthalmic optician, dental practitioner, veterinarian occupations** compared with non-disabled graduates (**5.7%**), slightly higher than for disabled graduates as a whole (**3.4%**).

5.6 Mental Health Difficulties



Key Findings

- **29.5%** of graduates with mental health difficulties were in full-time paid work only, the lowest percentage of any group, compared with **48.4%** of disabled graduates overall and **54.6%** of non-disabled graduates.
- **23.5%** of graduates with mental health difficulties were in further study only compared with **16.6%** of disabled graduates overall and **15.9%** of non-disabled graduates.
- **15.5%** of graduates with mental health difficulties were assumed to be unemployed, the highest percentage of any group, compared with **9.6%** of disabled graduates overall and **6.9%** of non-disabled graduates.
- **27%** of employed graduates with mental health difficulties were working in **health and social care** compared with **15.8%** of disabled graduates overall and **16.5%** of non-disabled graduates.
- **10.8%** of employed graduates with mental health difficulties entered **management and administration** occupations, the second highest for any group, compared with **9.4%** of disabled graduates overall and **9.5%** of non-disabled graduates.
- **16.2%** of employed graduates with mental health difficulties entered **professional occupations**, the lowest for any group, compared with **23.1%** of disabled graduates overall and **25.8%** of non-disabled graduates.
- A much lower percentage of employed graduates with mental health difficulties (**0%**) entered **medical practitioner, psychologist, pharmacist/ pharmacologist, ophthalmic optician, dental practitioner, veterinarian occupations** compared with non-disabled graduates (**5.7%**) and disabled graduates as a whole (**3.4%**).

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 less than three percentage points (9.6% for disabled graduates compared to 6.9% 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 (24.8%) entered further study compared to non-disabled graduates (23.9%). However, 48.4% of disabled graduates were in full-time employment only compared with 54.6% of non-disabled graduates and disabled graduates entered part-time employment only (8.4%) in greater numbers than their non-disabled peers (7.6%).

In terms of employment, 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 overall percentages of disabled graduates entering work as managers and administrators in almost all areas.

Although there were proportionately less non-disabled graduates employed within professional occupations overall (23.1% of disabled graduates compared to 25.8% of non-disabled graduates), differences between disabled and non-disabled graduates were marginal in the majority of occupational areas. There was, however, a large difference in the number of disabled graduates who entered employment as medical practitioners, psychologists, pharmacists/ pharmacologists, ophthalmic opticians, dental practitioners and veterinarians (3.4%) compared to non-disabled graduates (5.7%). Similarly, lower numbers of disabled graduates entered the teaching profession (6.2%) compared to non-disabled graduates (7.7%). The limitations of the survey mean that we do not know whether disabled graduates are choosing not to enter these professions or there are significant factors making entry difficult.

Although these statistics largely mirror the findings of the previous year's survey changes to the categories in which the data is now collected mean that comparisons should not be made, particularly in relation to work and study. It will be necessary to collect data over a number of future years before substantive conclusions can be made concerning employment trends as a whole and entry into specific 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 75% of the total number of disabled graduates. If these groups were removed from the study full-time employment rates for the remaining disabled groups would drop from the overall figure of 48.4% to 40.3%, which is significantly lower than the figure for non-disabled graduates of 54.6%. Similarly unemployment figures for the remaining disabled groups would rise from the overall figure of 9.6% to 11.7% compared with 6.9% of non-disabled graduates.

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. All disabled groups entered voluntary/unpaid work in higher numbers than disabled graduates, an activity that many disabled students find difficult to participate in while

studying and may directly affect their chances of finding graduate level employment. So while significant progress has been made there is little room for complacency.

There remain some unanswered questions. It has not been possible to address whether disabled graduates are choosing not to enter certain professions or if there are significant factors making entry difficult. The Destinations of Leavers of Higher Education 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. However, this report presents many positive findings and challenges some commonly held beliefs concerning the success of disabled graduates in the labour market and the range of careers that they enter.