



What Happens Next?

A Report on the First Destinations of 2004
Graduates with Disabilities

Disabilities Task Group
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1. Introduction

1.1 Context

In 2004 over 186,000 full-time, first-degree students graduated from UK universities. Of this number approximately 7% (13,058) identified themselves as having either a disability or learning difficulty. What happened to these students after they graduated? Were they successful in gaining employment? How did the jobs they entered compare to those of their non-disabled peers? How many progressed to further study and self-employment? How did specific disabilities affect graduate outcomes? This report, by comparing the destinations of disabled graduates and non-disabled graduates, goes some way towards answering these questions and in doing so hopefully challenges many widely established views on the opportunities available to disabled students.

1.2 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. The introduction of specialist legislation in many of these areas, including the Disability Discrimination Act, has put further pressure on services to demonstrate commitment to support activities. 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.

1.3 Destinations of Leavers from 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 Destinations Survey' (FDS) was renamed the 'Destinations of Leavers from Higher Education' survey in 2004, 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). This is the second year of the DLHE survey and any comparisons with previous surveys earlier than last year's are imprecise and should not be made.

1.4 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 fourth time this report has been published building on the original 2001 report and the 2002 report which was the first to examine the destinations of disabled graduates by nature of their disability.

1.5 What this report measured

The aim of the report was to see how the destinations of full-time disabled and non-disabled 2004 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.

1.6 Number of disabled first degree full-time graduates in 2004

- Total number of graduates (not including those listed as unclassified): 186,823
- Total number of non-disabled graduates: 173,765
- Total number of disabled graduates: 13,058
- Total of unclassified graduates (not known if disabled or non-disabled): 1,033
- The percentage of disabled graduates in 2004 from the total of all graduates with known classification: 7%

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

- Dyslexia : 6810
- Blind/Partially Sighted: 325
- Deaf / Hearing Impairment: 485
- Wheelchair User / Mobility Difficulties: 320
- Personal Care Support: 20

- Mental Health Difficulties: 275
- Autistic Spectrum Disorder: 10
- An Unseen Disability: 2900
- Multiple Disabilities 615
- A Disability Not Listed Above 1305

1.8 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

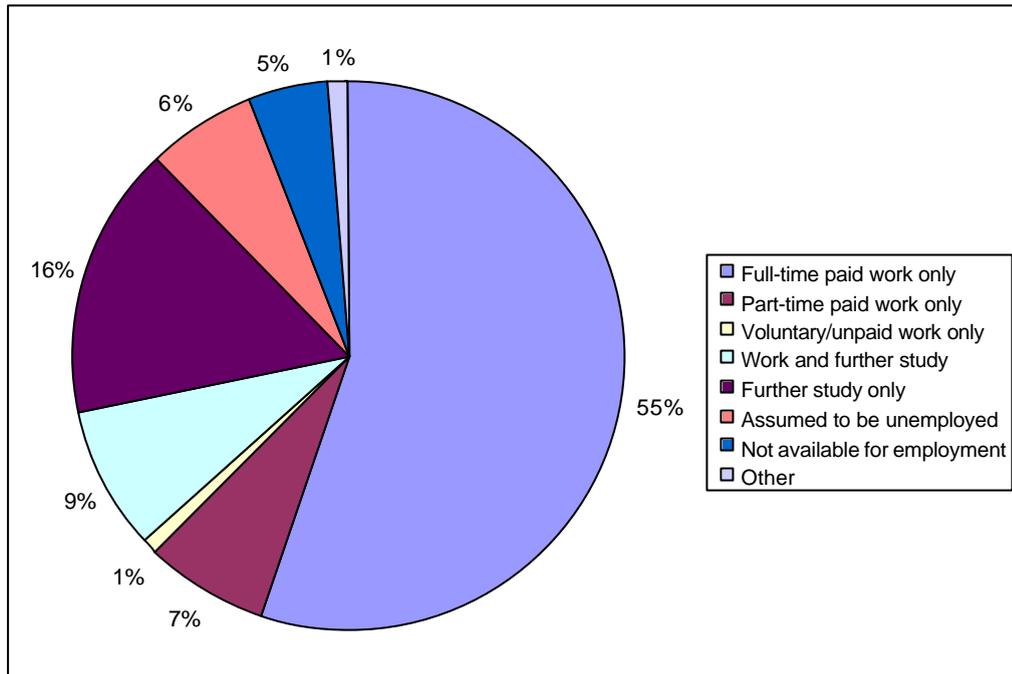
| Destination | Non-disabled | % | Disabled | % |
|------------------------------|---------------|--------------|--------------|--------------|
| Full-time paid work only | 95390 | 54.9 | 6385 | 48.9 |
| Part-time paid work only | 12665 | 7.3 | 1105 | 8.5 |
| Voluntary/unpaid work only | 1485 | 0.9 | 160 | 1.2 |
| Work and further study | 15025 | 8.6 | 1185 | 9.1 |
| Further study only | 27925 | 16.1 | 2080 | 15.9 |
| Assumed to be unemployed | 11035 | 6.3 | 1175 | 9.0 |
| Not available for employment | 8535 | 4.9 | 790 | 6.1 |
| Other | 1700 | 1.0 | 175 | 1.3 |
| Total | 173760 | 100.0 | 13055 | 100.0 |

2.2 Summary of Findings

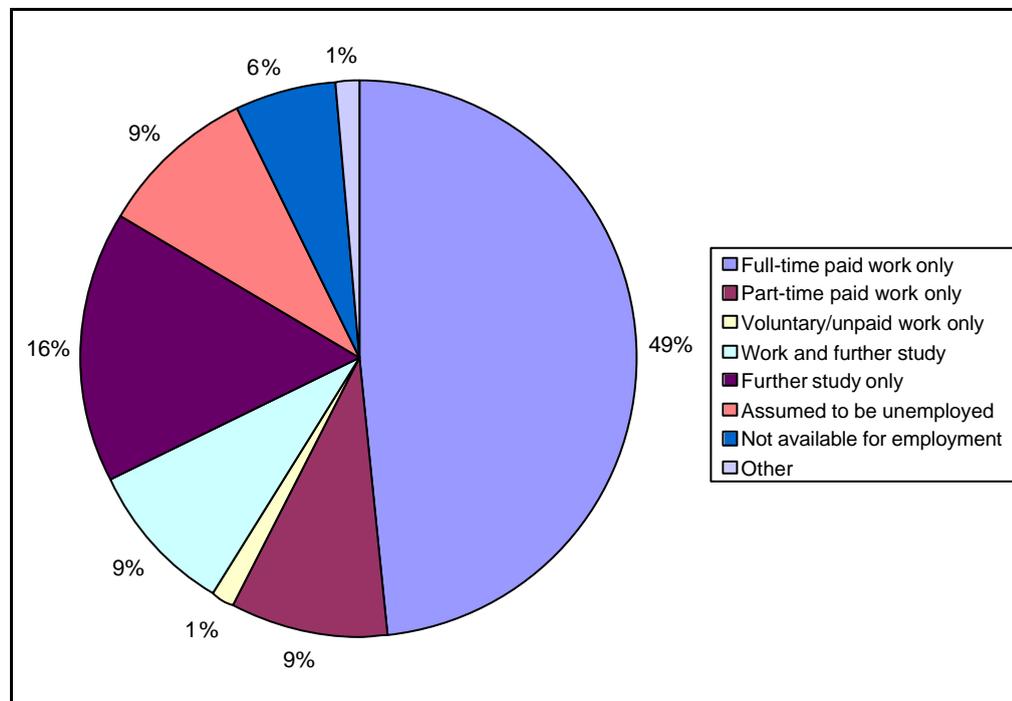
- **48.9%** of disabled graduates were in full-time paid work only compared with **54.9%** of non-disabled graduates.
- **8.5%** of disabled graduates were in part-time paid work only compared with **7.3%** of non-disabled graduates.
- **9.1%** of disabled graduates were engaged in work and further study compared with **8.6%** of non-disabled graduates.
- **15.9%** of disabled graduates were engaged in further study only compared with **16.1%** of non-disabled graduates.
- **9.0%** of disabled graduates were assumed to be unemployed compared with **6.3%** of non-disabled graduates.
- **6.1%** of disabled graduates were not available for work compared with **4.9%** of non-disabled graduates.

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

Destinations of 2004 Non-Disabled Graduates



Destinations of 2004 Disabled Graduates



3. Standard Industrial Classification/Type of Employer

This section identifies the industries entered by 2004 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 | % |
|--|---------------|--------------|--------------|--------------|
| A. Agriculture/Forestry | 565 | 0.5 | 65 | 0.7 |
| B. Fishing | 10 | 0.0 | 0 | 0.0 |
| C. Mining/Quarrying | 350 | 0.3 | 15 | 0.2 |
| D. Manufacturing | 9035 | 7.3 | 625 | 7.1 |
| E. Electricity/Gas/Water Supply | 970 | 0.8 | 65 | 0.8 |
| F. Construction | 2100 | 1.7 | 165 | 1.9 |
| G. Wholesale and Retail Trade/Motor Vehicles/Household Goods | 16095 | 12.9 | 1100 | 12.5 |
| H. Hotels/Restaurants | 5340 | 4.3 | 395 | 4.5 |
| I. Transport/Storage/Communication | 4505 | 3.6 | 300 | 3.4 |
| J. Financial Activities | 9390 | 7.6 | 495 | 5.6 |
| K. Property Development/Renting Business and Research Activities | 22665 | 18.2 | 1570 | 17.8 |
| L. Public Administration and Defence/Social Security | 8525 | 6.9 | 535 | 6.1 |
| M. Education | 14305 | 11.5 | 1095 | 12.4 |
| N. Health/Social Work | 20900 | 16.8 | 1375 | 15.6 |
| O. Other Community/Social/Personal Service Activities | 9350 | 7.5 | 990 | 11.2 |
| P. Private Households with Employed Persons | 105 | 0.1 | 15 | 0.1 |
| Q. International Organisations | 115 | 0.1 | 10 | 0.1 |
| Total | 124320 | 100.0 | 8815 | 100.0 |
| R. Not known/Not applicable | 49445 | | 4245 | |
| Grand Total | 173765 | | 13060 | |

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 two 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 **11.2%** of disabled graduates and **7.5%** of non-disabled graduates.
- There were also significant differences in the percentages of graduates entering the **financial activities** sector, accounting for **5.6%** of disabled graduates compared with **7.6%** 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.

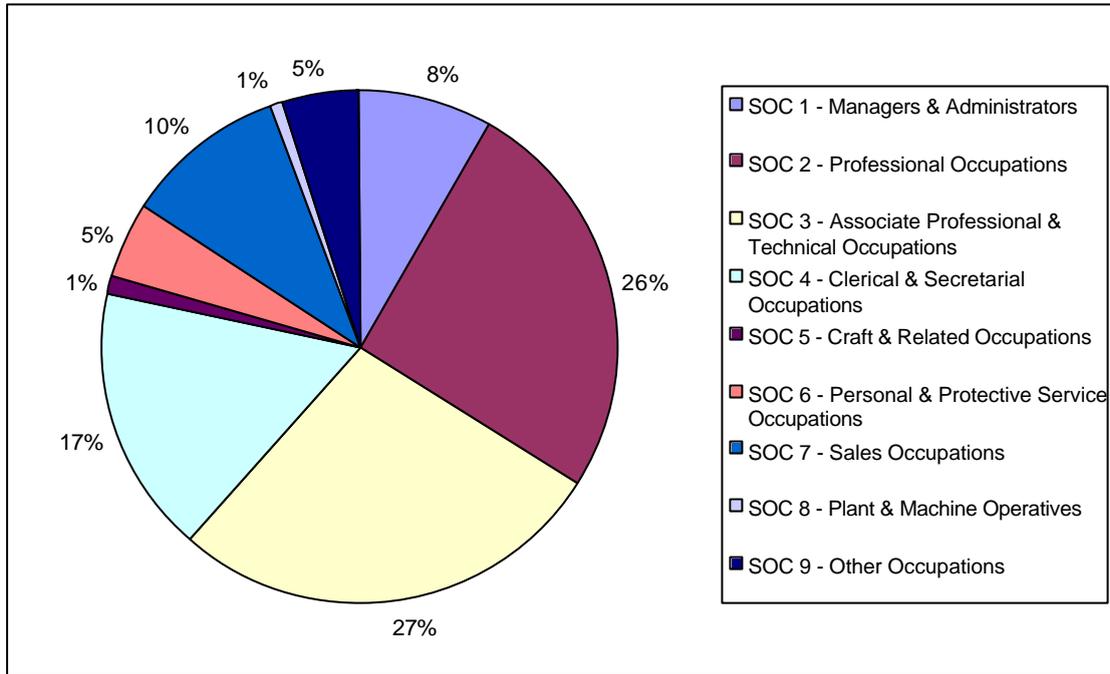
4.1 Summary of Findings

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

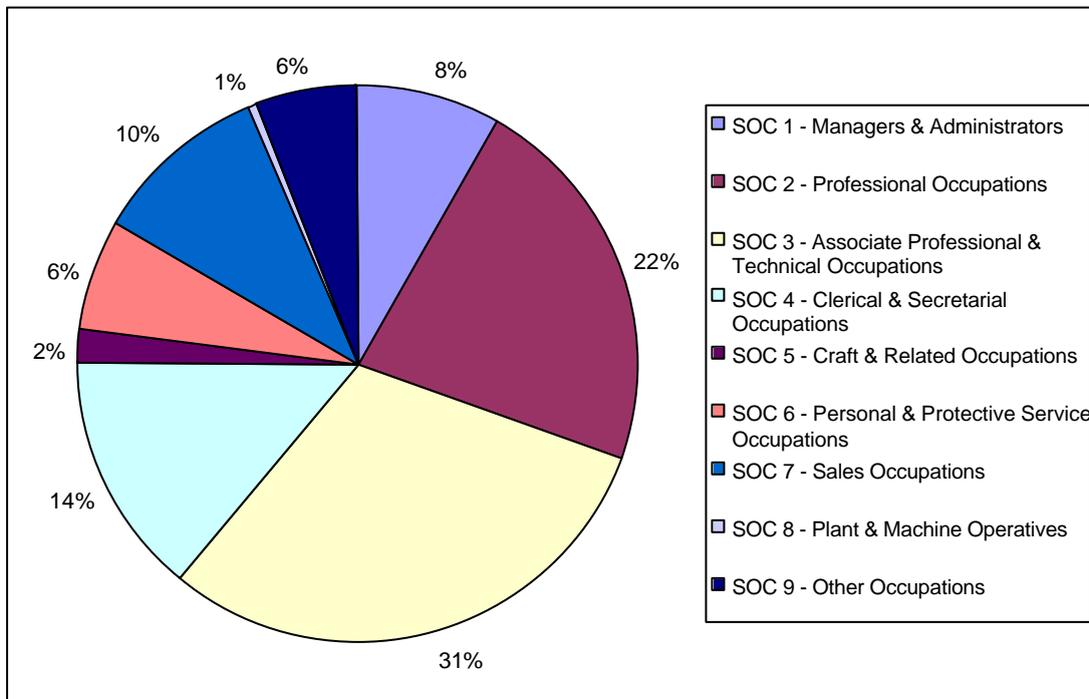
- **8.3%** of disabled graduates entered the highest occupational grouping of **management and administration** compared with **8.4%** of non-disabled graduates.
- **22.3%** of disabled graduates entered the second highest level grouping, **professional occupations**, compared with **25.5%** of non-disabled graduates.
- There were higher percentages of disabled graduates entering **associate professional and technical occupations (30%)** compared with non-disabled graduates (**27.5%**).
- Proportionately fewer numbers of disabled graduates entered **clerical and secretarial occupations – 14.3%** - compared with **16.9%** of non-disabled graduates.
- A slightly lower percentage of disabled graduates (10.3% entered **sales occupations** compared with non-disabled graduates (10.4%)
- There were higher percentages of disabled graduates entering personal and protective service occupations (6.4%) compared with non-disabled graduates (4.7%).

**4.2 Standard Occupational Classification – Overall Findings
- Pie Charts**

Destination of 2004 Non-Disabled Graduates by SOC Codes



Destination of 2004 Disabled Graduates by SOC Codes



4.3 Standard Occupational Classification – SOC Group 1

| SOC MAJOR GROUP 1 – MANAGERS AND ADMINISTRATORS | Non-disabled | % | Disabled | % |
|--|---------------------|------------|-----------------|------------|
| 111 Senior officials in national/local government and special interest organisations, directors and chief executives of major organisations. | 120 | 0.1 | 20 | 0.2 |
| 112 Production works and maintenance, construction, mining and energy. | 515 | 0.4 | 40 | 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. | 2340 | 1.9 | 140 | 1.6 |
| 114 Quality assurance, customer care managers. | 275 | 0.2 | 20 | 0.2 |
| 115 Financial institutions, office managers. | 975 | 0.8 | 60 | 0.7 |
| 116 Transport and distribution, storage and warehouse, retail and wholesale. | 2105 | 1.7 | 125 | 1.4 |
| 117 Officers in armed forces, police officers (inspectors and above), senior officers in fire, ambulance, prison and related services, security. | 385 | 0.3 | 25 | 0.3 |
| 118 Hospital and health service, pharmacy, healthcare practise, social services, residential and day care. | 200 | 0.2 | 20 | 0.2 |
| 121 Farm, natural environment, conservation and heritage, animal husbandry, forestry and fishing. | 110 | 0.1 | 10 | 0.1 |
| 122 Hotel and accommodation, conference, events and exhibitions, restaurant and catering, publicans and licensed premises, leisure and sport, travel agency. | 1760 | 1.4 | 120 | 1.4 |
| 123 Managers and proprietors of property, housing and land, garage, hairdressing and beauty salon, shopkeepers, recycling and refuse disposal, other services. | 1645 | 1.3 | 150 | 1.7 |
| Total | 10430 | 8.4 | 735 | 8.3 |

Key points for SOC Group 1

- There was almost exact parity in the percentages of disabled graduates and non-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 (1.6%)** than non-disabled graduates (**1.9%**).
- There were slightly higher percentages of disabled graduates employed as managers and proprietors of **property, housing and land, garage, hairdressing and beauty salon, shopkeepers and related occupations (1.7%)** compared to non-disabled graduates (**1.3%**).

4.4 Standard Occupational Classification – SOC Group 2

| MAJOR GROUP 2 – PROFESSIONAL OCCUPATIONS | Non-disabled | % | Disabled | % |
|---|---------------------|-------------|-----------------|-------------|
| 211 Chemists, biological scientists and biochemists, physicists, geologists and meteorologists. | 1025 | 0.8 | 60 | 0.7 |
| 212 Engineering: civil, mechanical, electrical, electronic, chemical, production, design and developments, production and process, planning and quality control. | 3225 | 2.6 | 235 | 2.7 |
| 213 IT and strategy planning professionals, software professionals. | 3295 | 2.7 | 200 | 2.3 |
| 221 Medical practitioners, psychologists, pharmacists/pharmacologists, ophthalmic opticians, dental practitioners, veterinarians. | 6875 | 5.5 | 275 | 3.1 |
| 231 Higher education, further education, secondary education, primary and nursery education, special needs education teaching professionals, education officers, school inspectors, registrars and senior administrators. | 9145 | 7.4 | 615 | 7.0 |
| 232 Scientific, social science researchers. | 1455 | 1.2 | 120 | 1.3 |
| 241 Solicitors and lawyers, judges and coroners, legal professionals. | 280 | 0.2 | 15 | 0.2 |
| 242 Chartered and certified accountants, management accountants, management consultants, actuaries, economists and statisticians. | 3280 | 2.6 | 165 | 1.9 |
| 243 Architects, town planners, quantity surveyors, chartered surveyors. | 1420 | 1.1 | 115 | 1.3 |
| 244 Public service administrative professionals, social workers, probation officers, clergy. | 1565 | 1.3 | 150 | 1.7 |
| 245 Librarians, archivists and curators. | 155 | 0.1 | 20 | 0.2 |
| Total | 31720 | 25.5 | 1970 | 22.3 |

Key points for SOC Group 2

- A lower percentage of disabled graduates were employed in **professional occupations (22.3%)** compared to non-disabled graduates (**25.5%**).
- 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, scientific and social science researchers** and also within **engineering fields**.
- **3.1%** of disabled graduates entered **medical practitioners, psychologists, pharmacists, ophthalmic opticians, dental practitioners and veterinarian occupations** compared with **5.5%** of non-disabled graduates.
- **7.0%** of disabled graduates in employment entered teaching compared with **7.4%** of non-disabled graduates.

4.5 Standard Occupational Classification - SOC Group 3

| MAJOR GROUP 3 – ASSOCIATE PROFESSIONAL AND TECHNICAL OCCUPATIONS | Non-disabled | % | Disabled | % |
|--|---------------------|-------------|-----------------|-------------|
| 311 Technicians: laboratory, electrical/electronic, engineering, building and civil engineering, quality assurance, science and engineering. | 1415 | 1.1 | 125 | 1.4 |
| 312 Architectural and town planning technicians, draughtspersons, building inspectors. | 845 | 0.7 | 75 | 0.9 |
| 313 IT operations technicians (network support), IT user support technicians (help desk support). | 1610 | 1.3 | 105 | 1.2 |
| 321 Nurses, midwives, paramedic, medical radiographers, chiropractors, dispensing opticians, pharmaceutical dispensers, medical and dental technician. | 4445 | 3.6 | 195 | 2.2 |
| 322 Physiotherapists, occupational therapists, speech and language therapists, other therapists. | 2700 | 2.2 | 225 | 2.6 |
| 323 Youth and community workers, housing and welfare officers. | 2155 | 1.7 | 250 | 2.9 |
| 331 Armed forces: NCOs and other ranks, police officers (sergeants and below), fire service officers, prison service officers, protective service ass. professionals. | 425 | 0.3 | 20 | 0.2 |
| 341 Artists (fine art), authors, writers, performing artists, dancers and choreographers, musicians, arts officers, producers and directors. | 1550 | 1.2 | 215 | 2.4 |
| 342 Graphic artists and designers, product, clothing and related designers. | 2340 | 1.9 | 315 | 3.6 |
| 343 Journalists, newspaper and periodical editors, broadcasters (announcers, disc jockeys, news readers), public relations officers, photographers and audio-visual equipment operators. | 2095 | 1.7 | 225 | 2.6 |
| 344 Sports players, sports coaches, instructors and officials, fitness instructors. | 1210 | 1.0 | 100 | 1.1 |
| 351 Air traffic controllers, aircraft pilots and flight engineers. | 60 | 0.0 | 0 | 0.0 |
| 352 Legal associate professionals. | 580 | 0.5 | 35 | 0.4 |
| 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. | 3955 | 3.2 | 185 | 2.1 |
| 354 Buyers and purchasing officers, sales representatives, marketing associate professionals, estate agents, auctioneers. | 5225 | 4.2 | 340 | 3.8 |
| 355 Conservation, heritage and environmental protection officers, countryside and park rangers. | 260 | 0.2 | 35 | 0.4 |
| 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. | 3310 | 2.7 | 190 | 2.2 |
| Total | 34180 | 27.5 | 2645 | 30.0 |

Key points for SOC Group 3

- **30%** of employed disabled graduates entered **associate professional and technical occupations** compared to **27.5%** of employed non-disabled graduates.
- **3.6%** of disabled graduates entered employment as **graphic artists and designers and related areas** compared to **1.9%** of non-disabled graduates.
- A lower percentage of disabled graduates entered employment as **nurses, midwives and related occupations (2.2%)** than non-disabled graduates (**3.6%**).
- **2.9%** of disabled graduates entered employment as **youth and community workers, housing and welfare officers**, compared with only **1.7%** of non-disabled graduates.

- **2.4%** of disabled graduates entered employment as **artists, authors, writers, performing artists, dancers, musicians, producers, directors and other related occupations** compared with just **1.2%** of non-disabled graduates.

4.6 Standard Occupational Classification - SOC Group 4

| MAJOR GROUP 4 – CLERICAL AND SECRETARIAL OCCUPATIONS | Non-disabled | % | Disabled | % |
|---|---------------------|-------------|-----------------|-------------|
| 411 Civil service executive officers, administrative officers and assistants, local government clerical officers and assistants, officers of non-governmental organisations. | 2050 | 1.7 | 115 | 1.3 |
| 412 Credit controllers, accounts and wages clerks, book-keepers, other financial clerks, counter clerks (banks, building societies, post offices). | 4605 | 3.7 | 225 | 2.6 |
| 413 Filing and other records assistants/clerks, pensions and insurance, stock control, transport and distribution, library assistants/clerks, database assistants/clerks, market research interviewers. | 4480 | 3.6 | 300 | 3.4 |
| 414 Telephonists, communication operators | 295 | 0.2 | 15 | 0.2 |
| 415 General office assistants/clerks not specified above. | 6845 | 5.5 | 430 | 4.9 |
| 421 Medical, legal, school, company secretaries, personal assistants and other secretaries, receptionists, typists. | 2785 | 2.2 | 175 | 2.0 |
| Total | 21065 | 16.9 | 1265 | 14.3 |

Key points for SOC Group 4

- Overall **14.3%** of employed disabled graduates entered **clerical and secretarial occupations** compared to **16.9%** 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 (2.6%)** than non-disabled graduates (**3.7%**).
- 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 (1.3%)** than non-disabled graduates (**1.7%**).

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

| MAJOR GROUP 5 – CRAFT AND RELATED OCCUPATIONS | Non-Disabled | % | Disabled | % |
|--|---------------------|------------|-----------------|------------|
| 511 Farmers, horticultural trades, gardeners and groundsman/women, agricultural and fishing trades. | 210 | 0.2 | 30 | 0.4 |
| 521 Smiths and forge workers, moulders, core makers, die casters, sheet metal workers, metal plate workers, shipwrights, riveters, welding trades, pipe fitters. | 25 | 0.0 | 5 | 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. | 75 | 0.1 | 10 | 0.1 |
| 523 Motor mechanics, vehicle body builders and repairers, auto electricians, vehicle spray painters. | 25 | 0.0 | 0 | 0.0 |
| 524 Electricians, electrical fitters, telecommunications engineers, lines repairers and cable jointers, TV, video and audio engineers, computer engineers, installation and maintenance. | 245 | 0.2 | 25 | 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. | 180 | 0.1 | 15 | 0.2 |
| 532 Plasterers, floorers, and wall tillers, painters and decorators. | 70 | 0.1 | 10 | 0.1 |
| 541 Weavers and knitters, upholsterers, leather and related trades, tailors and dressmakers, textiles, garments and related trades. | 55 | 0.0 | 15 | 0.2 |
| 542 Originators, compositors and print preparers, printers, bookbinders and print finishers, screen printers. | 75 | 0.1 | 5 | 0.1 |
| 543 Butchers, meat cutters, bakers, flour confectioners, fishmongers, poultry dressers, chefs, cooks. | 265 | 0.2 | 15 | 0.2 |
| 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. | 145 | 0.1 | 20 | 0.2 |
| Total | 1370 | 1.1 | 155 | 1.8 |

| MAJOR GROUP 6 – PERSONAL AND PROTECTIVE SERVICE OCCUPATIONS | Non-disabled | % | Disabled | % |
|--|---------------------|------------|-----------------|------------|
| 611 Nursing auxiliaries and assistants, ambulance staff (excluding paramedics), dental nurses, houseparents and residential wardens, care assistants and home carers. | 1510 | 1.2 | 160 | 1.8 |
| 612 Nursery nurses, childminders and related occupations, playgroup leaders/assistants, educational assistants. | 2685 | 2.2 | 265 | 3.0 |
| 613 Veterinary nurses and assistants, animal care occupations. | 240 | 0.2 | 25 | 0.3 |
| 621 Sports and leisure assistants, travel agents, travel and tour guides, air, rail travel assistants, rail travel assistants, leisure and travel service occupations. | 1225 | 1.0 | 105 | 1.2 |
| 622 Hairdressers, barbers, beauticians and related occupations | 70 | 0.1 | 10 | 0.1 |
| 623 Housekeepers and related occupations, caretakers. | 100 | 0.1 | 5 | 0.0 |
| 629 Undertakers and mortuary assistants, pest control officers. | 10 | 0.0 | 0 | 0.0 |
| Total | 5840 | 4.7 | 565 | 6.4 |

| MAJOR GROUP 7 – SALES OCCUPATIONS | Non-disabled | % | Disabled | % |
|---|---------------------|-------------|-----------------|-------------|
| 711 Sales and retail assistants, retail cashiers and check-out operators, telephone salespersons. | 8560 | 6.9 | 630 | 7.1 |
| 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. | 835 | 0.7 | 60 | 0.7 |
| 721 Customer service occupations. | 3505 | 2.8 | 220 | 2.5 |
| Total | 12905 | 10.4 | 910 | 10.3 |

| MAJOR GROUP 8 – PLANT AND MACHINE OPERATIVES | Non-disabled | % | Disabled | % |
|--|---------------------|------------|-----------------|------------|
| 811 Process operatives – food, drink and tobacco, glass and ceramics, textile, chemical and related, rubber, plastics, metal making and treating, electroplaters. | 145 | 0.1 | 15 | 0.2 |
| 812 Operatives – paper and wood machine, coal mine, quarry workers and related, energy plant, metal working, water and sewerage plant. | 55 | 0.0 | 5 | 0.0 |
| 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. | 295 | 0.2 | 15 | 0.2 |
| 814 Scaffolders, staggers, riggers, road construction operatives, rail construction and maintenance operatives. | 40 | 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. | 285 | 0.2 | 20 | 0.2 |
| 822 Drivers – crane, fork-lift truck, agricultural machinery, mobile machine. | 25 | 0.0 | 0 | 0.0 |
| Total | 845 | 0.7 | 60 | 0.7 |

| MAJOR GROUP 9 – OTHER OCCUPATIONS | Non-disabled | % | Disabled | % |
|---|---------------------|--------------|-----------------|--------------|
| 911 Farm workers, forestry workers, fishing and agricultural related occupations. | 115 | 0.1 | 15 | 0.2 |
| 912 Labourers in building and woodworking, other building trades. | 230 | 0.2 | 20 | 0.2 |
| 913 Labourers in foundries, industrial cleaning occupations, printing machine minders and assistants, packers, bottlers, canners, fillers, labourers in process and plant operatives. | 220 | 0.2 | 15 | 0.2 |
| 914 Stevedores, dockers and slingers, other goods handling and storage occupations. | 400 | 0.3 | 35 | 0.4 |
| 921 Postal workers, mail sorters, messengers, couriers. | 485 | 0.4 | 40 | 0.5 |
| 922 Hospital porters, hotel porters, kitchen and catering assistants, waiters, waitresses, bar staff, leisure and theme park attendants. | 3715 | 3.0 | 315 | 3.6 |
| 923 Window cleaners, road sweepers, cleaners, domestics, launderers, dry cleaners, pressers, refuse and salvage occupations. | 225 | 0.2 | 30 | 0.3 |
| 924 Security guards and related occupations, traffic wardens, school crossing patrol attendants, school midday assistants, car park attendants. | 290 | 0.2 | 20 | 0.2 |
| 925 Shelf fillers, elementary sales occupations. | 235 | 0.2 | 15 | 0.2 |
| Total SOC 9 | 5920 | 4.8 | 510 | 5.8 |
| Total All SOC (excluding not known/not applicable) | 124265 | 100.0 | 8785 | 100.0 |
| Not Known/not applicable | 49500 | | 4240 | |
| Grand Total | 173765 | | 13060 | |

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

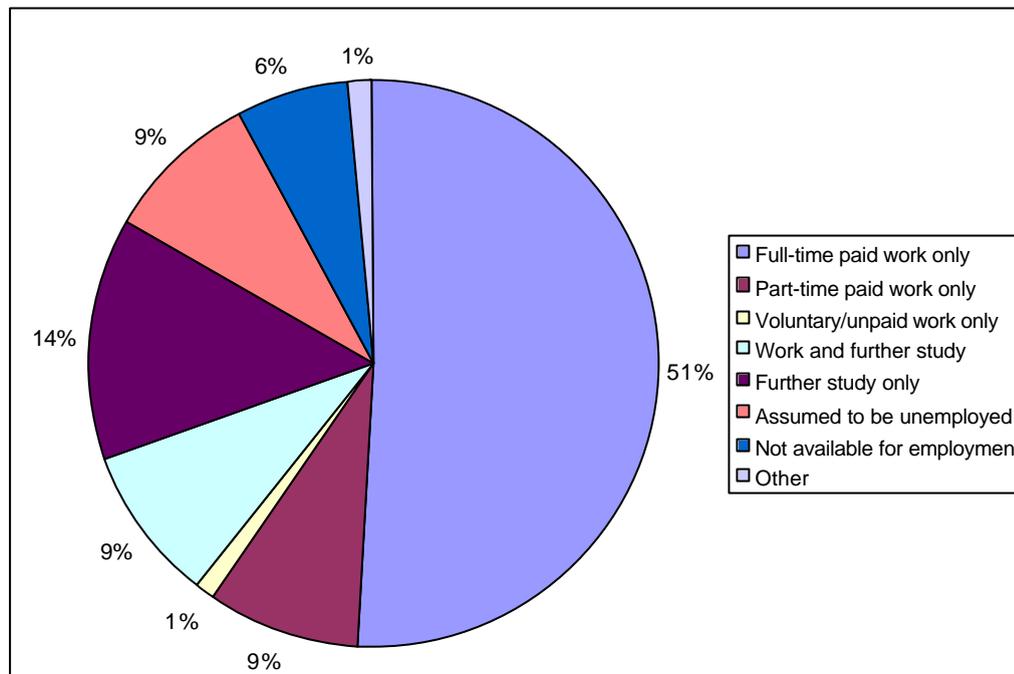
- The percentage of employed disabled graduates in **craft and related occupations (1.8%)** was slightly higher than non-disabled graduates (1.1%).
- The percentage of employed disabled graduates in **personal and protective service occupations (6.4%)** was higher than non-disabled graduates (4.7%).
- There were higher percentages of employed disabled graduates working as **nursing assistants, ambulance staff, dental nurses and home carers (1.8%)** than non-disabled graduates (1.2%).
- The percentage of employed disabled graduates working as **nursery nurses, childminders, playgroup assistants and educational assistants (3.0%)** was slightly higher than non-disabled graduates (2.2%).
- There was parity in the number of employed disabled (7.1%) and non-disabled graduates (6.9%) working as **sales and retail assistants**.
- 3.6% of employed disabled graduates were working as **hospital and hotel porters, kitchen and catering assistants, waiters, waitresses and bar staff** compared with 3.0% of non-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

Destinations of 2004 Disabled Graduates: Dyslexia



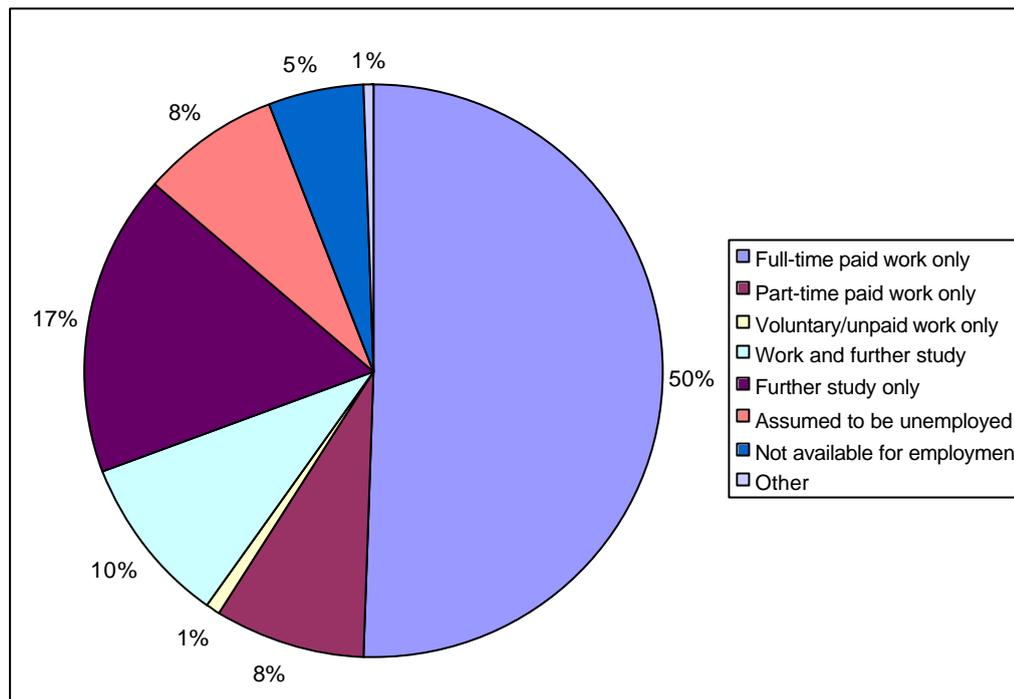
Key Findings

- **50.8%** of graduates with dyslexia entered full-time paid work only compared with the overall figure of **48.9%** of disabled graduates and **54.9%** of non-disabled graduates.
- **14.0%** of graduates with dyslexia went on to further study only compared with **15.9%** of disabled graduates overall and **16.1%** of non-disabled graduates.
- **8.8%** of graduates with dyslexia were assumed to be unemployed compared with **9.0%** of disabled graduates overall and **6.3%** of non-disabled graduates.
- The most popular sector for dyslexic graduates was **property development, renting, business and research activities**, accounting for 18.3% of this group.
- A higher percentage of employed graduates with dyslexia entered **management and administration occupations (8.8%)** than either disabled graduates overall (**8.3%**) or non-disabled graduates (**8.4%**)
- The percentage of employed graduates with dyslexia entering **professional occupations (19.6%)** was lower than disabled graduates overall (**22.3%**) and non-disabled graduates (**25.5%**).
- A higher percentage of employed graduates with dyslexia (**32.3%**) entered **associate professional and technical occupations** than both disabled graduates overall (**30.0%**) and non-disabled graduates (**27.5%**).
- **6.5%** of employed graduates with dyslexia entered **teaching occupations** compared with **7.0%** of disabled graduates and **7.4%** of non-disabled graduates.

- A lower percentage of employed graduates with dyslexia (**1.8%**) entered **health professional** occupations compared with non-disabled graduates (**5.5%**) and disabled graduates as a whole (**3.1%**).

5.2 Unseen Disability

Destinations of 2004 Disabled Graduates: Unseen Disability

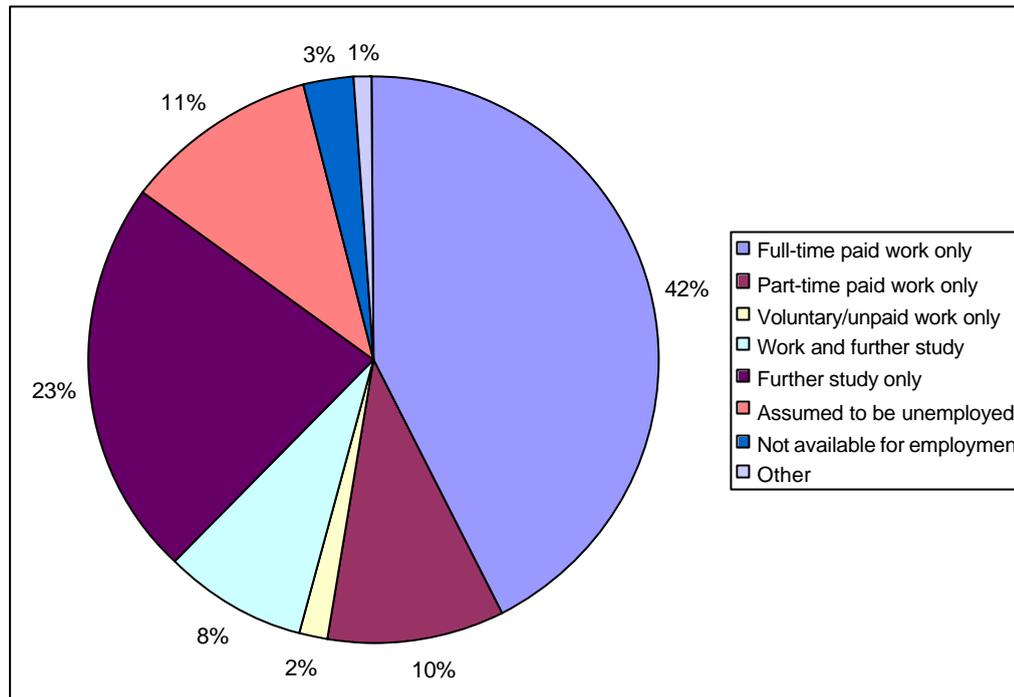


Key findings

- **50.6%** of graduates with an unseen disability were in full-time paid work only compared with **48.9%** of disabled graduates overall and **54.9%** of non-disabled graduates.
- **17.3%** of graduates with an unseen disability were engaged in further study only, compared with 15.9% of disabled graduates overall and **16.1%** of non-disabled graduates.
- **7.6%** of graduates with an unseen disability were assumed to be unemployed compared with **9.0%** of disabled graduates overall and **6.3%** of non-disabled graduates.
- The most popular sector for graduates with an unseen disability was **health and social work** accounting for **17.5%** of this group.
- The highest percentage of employed graduates entering **professional occupations** was from this group (**28.7%**), compared with **22.3%** of disabled graduates overall and **25.5%** of non-disabled graduates.
- The percentage of employed graduates from this group who entered **management and administration occupations (6.9%)** was significantly lower than disabled graduates overall (**8.3%**) and non-disabled graduates (**8.4%**).
- A higher percentage of employed graduates with an unseen disability (**6.5%**) entered **health professional** occupations than non-disabled graduates (**5.5%**), considerably higher than for disabled graduates as a whole (**3.1%**).
- **8.6%** of employed graduates with an unseen disability entered **teaching occupations** compared with **7.0%** of disabled graduates overall and **7.4%** of non-disabled graduates.

5.3 Blind/Partially Sighted

Destinations of 2004 Disabled Graduates: Blind/Partially Sighted

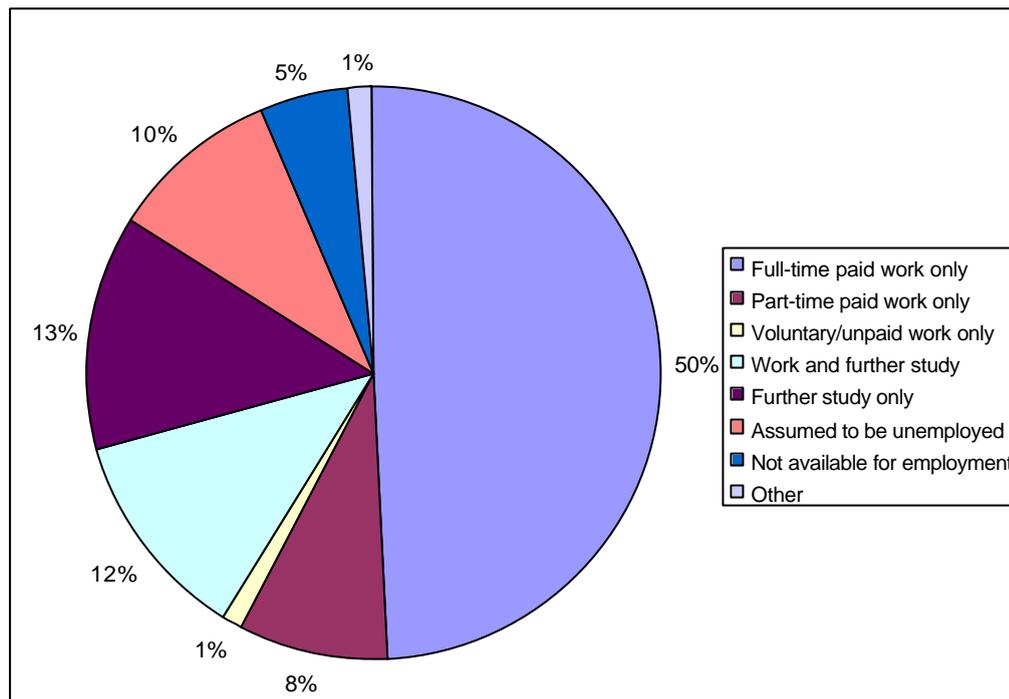


Key Findings

- **42.5%** of blind/partially sighted graduates entered full-time paid work only compared with **48.9%** of disabled graduates overall and **54.9%** of non-disabled graduates.
- **22.8%** of blind/partially sighted graduates entered further study only compared with **15.9%** of disabled graduates overall and **16.1%** of non-disabled graduates.
- **11.1%** of blind/partially sighted graduates were assumed to be unemployed compared with **9.0%** of disabled graduates overall and **6.3%** of non-disabled graduates.
- The most popular sector for blind/partially sighted graduates was **property development, renting, business and research activities** accounting for **21.3%** of graduates in this group.
- **8.4%** of blind/partially sighted graduates entered **management and administration occupations** compared with **8.3%** of disabled graduates overall and **8.4%** of non-disabled graduates
- **6.5%** of employed blind/partially sighted graduates entered **teaching occupations** compared with **7.0%** of disabled graduates overall and **7.4%** of non-disabled graduates
- A much lower percentage of employed blind/partially sighted graduates (**2.5%**) entered **health professional** occupations than non-disabled graduates (**5.5%**), considerably lower than for disabled graduates as a whole (**3.1%**).

5.4 Deaf/Hearing Impairment

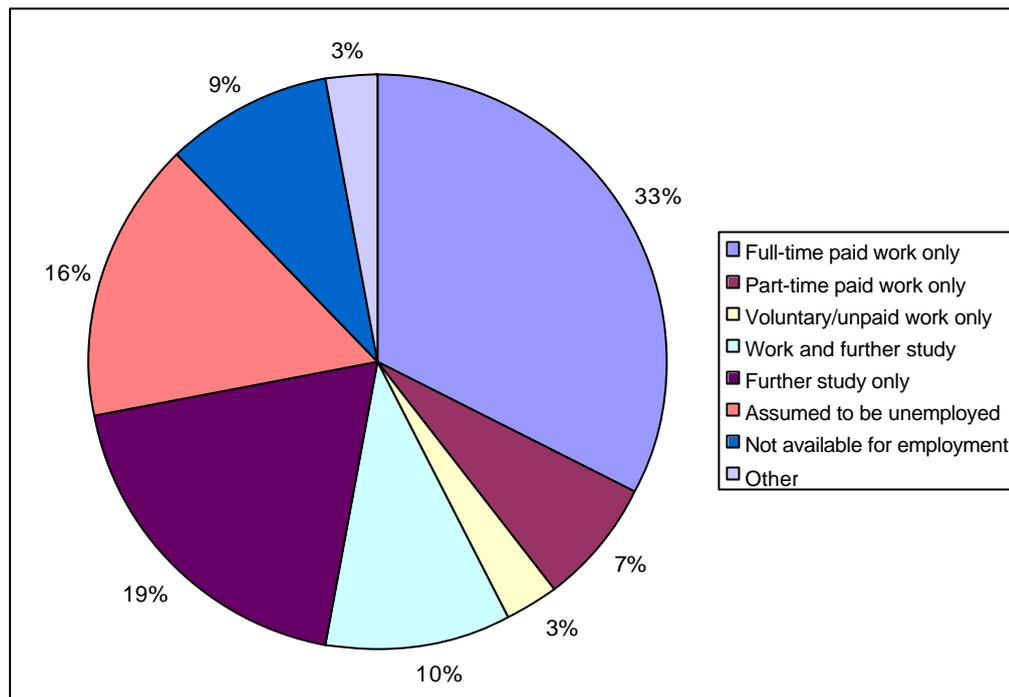
Destinations of 2004 Disabled Graduates: Deaf/Hearing Impairment



Key Findings

- **49.3%** of deaf/hearing impaired graduates entered full-time paid work only compared with **48.9%** of disabled graduates overall and **54.9%** of non-disabled graduates.
- **13.4%** of deaf/hearing impaired graduates entered further study only compared with **15.9%** of disabled graduates overall and **16.1%** of non-disabled graduates.
- **9.7%** of deaf/hearing impaired graduates were assumed to be unemployed compared with **9.0%** of disabled graduates overall and **6.3%** of non-disabled graduates.
- The most popular sector for deaf/hearing impaired graduates was **health and social work** accounting for **21.5%** of this group.
- **23.7%** of employed deaf/hearing impaired graduates entered **professional occupations**, compared with **22.3%** of disabled graduates overall and **25.5%** of non-disabled graduates.
- **7.9%** of employed deaf/hearing impaired graduates entering **management and administration occupations** compared with **8.3%** of disabled graduates overall and **8.4%** of non-disabled graduates.
- **7.3%** of employed deaf/hearing impaired graduates entered **teaching occupations** compared with **7.0%** of disabled graduates overall and **7.4%** of non-disabled graduates.
- Only **3.2%** of employed deaf/hearing impaired graduates entered **health occupations** compared with non-disabled graduates (**5.5%**) and disabled graduates as a whole (**3.1%**).

5.5 Wheelchair User/Mobility Difficulties



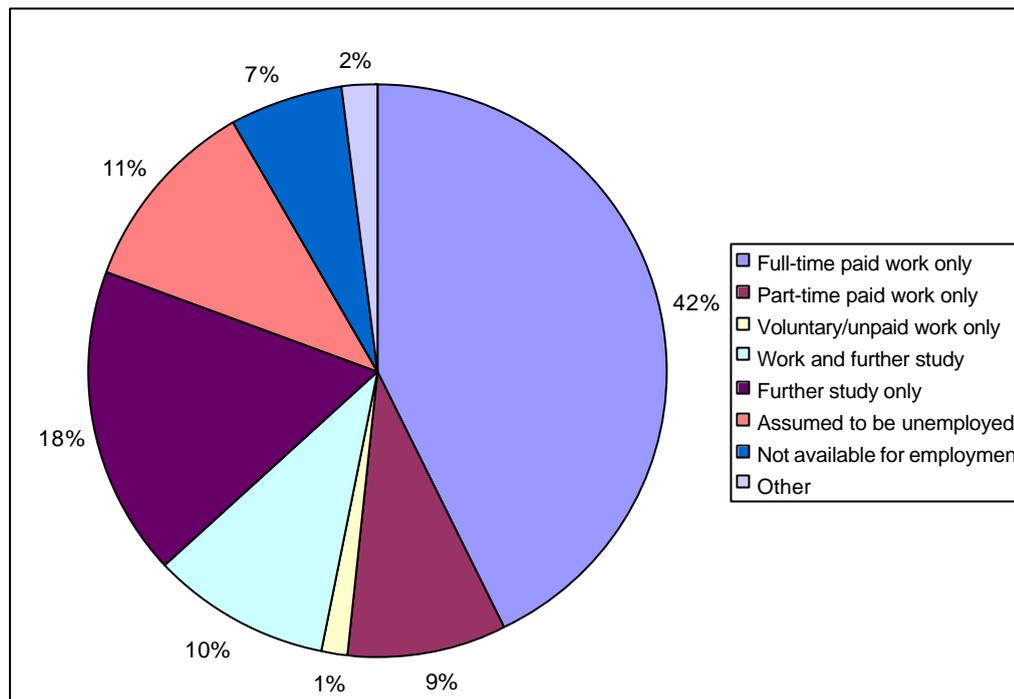
Destinations of 2004 Disabled Graduates: Wheelchair User/Mobility Difficulties

Key Findings

- **Only 32.4%** of graduates who are wheelchair users/have mobility difficulties were in full-time paid work only compared with **48.9%** of disabled graduates overall and **54.9%** of non-disabled graduates.
- **19.3%** were in further study only compared with **15.9%** of disabled graduates overall and **16.1%** of non-disabled graduates.
- **15.9%** were assumed to be unemployed compared with **9.0%** of disabled graduates overall and **6.3%** of non-disabled graduates.
- **9.3%** of this group were not available for employment compared with **6.1%** of disabled graduates overall and **4.9%** of non-disabled graduates.
- The most popular sector for graduates who are wheelchair users/have mobility difficulties was **health and social work** accounting for **21.3%** of this group.
- **7.1%** of employed graduates from this group entered **management and administration occupations** compared with **8.3%** of disabled graduates overall and **8.4%** of non-disabled graduates.
- **26.0%**, the highest percentage of any specific disability, of this group entered **professional occupations** compared with **22.3%** of disabled graduates overall and **25.5%** of non-disabled graduates.
- **7.7%** of employed graduates from this group entered **teaching occupations** compared with **7.0%** of disabled graduates overall and **7.4%** of non-disabled graduates.
- A low percentage of employed graduates from this group (**1.2%**) entered **health profession** occupations compared with non-disabled graduates (**5.5%**) and disabled graduates as a whole (**3.1%**).

5.6 Mental Health Difficulties

Destinations of 2004 Disabled Graduates: Mental Health Difficulties



Key Findings

- **42.9%** of graduates with mental health difficulties were in full-time paid work only, a significant increase on previous years, compared with **48.9%** of disabled graduates overall and **54.9%** of non-disabled graduates.
- **17.6%** of graduates with mental health difficulties were in further study only compared with **15.9%** of disabled graduates overall and **16.1%** of non-disabled graduates.
- **11.0%** of graduates with mental health difficulties were assumed to be unemployed, the highest percentage of any group, compared with **9.0%** of disabled graduates overall and **6.3%** of non-disabled graduates.
- The most popular sector for graduates with mental health difficulties was **property development, renting, business and research activities** accounting for **18.6%** of this group.
- **7.6%** of employed graduates with mental health difficulties entered **management and administration** occupations compared with **8.3%** of disabled graduates overall and **8.4%** of non-disabled graduates.
- **19.8%** of employed graduates with mental health difficulties entered **professional occupations** compared with **22.3%** of disabled graduates overall and **25.5%** of non-disabled graduates.
- **6.4%** of employed graduates with mental health difficulties entered teaching occupations compared with **7.0%** of disabled graduates overall and **7.4%** of non-disabled graduates.
- Only **1.2%** of employed graduates with mental health difficulties entered **health professional** occupations compared with non-disabled graduates (**5.5%**) and disabled graduates as a whole (**3.1%**).

Conclusions

The Destinations of Leavers from Higher Education (DLHE) survey in its current guise is now in its second year and therefore we are able to make some comparisons between this year's survey and the last. Any conclusions made do so with an awareness that the survey is taken approximately six months after graduation and should be regarded as a snapshot picture of graduates fairly soon after their graduation and tells us nothing of longer term career positioning. However, it is valuable in being the only comprehensive survey of its kind and in this context gives useful comparisons between disabled and non-disabled graduates.

Before reflecting on the overall findings it is worth highlighting that of all the disabled graduates surveyed the major groups represented were dyslexia (52%) and unseen disability (22%).¹ There are some clear contrasts between these graduates who dominate the survey numerically and other specific disabled groups. There is no doubt that categorising disabled graduates as a whole tells only part of a wider story.

Generally the findings of this survey echo last year's in challenging some of the assumptions about disabled people in the labour market. Overall there is considerable parity between disabled and non-disabled figures. However, disabled graduates as a whole continue to be more likely to be unemployed (9%) than non-disabled graduates (6.3%). Last year the figures were 9.6% and 6.9%, so the gap between both groups has remained at 2.7%. With regard to work, 54.9% of non-disabled graduates were found in full time work compared to 48.9% of disabled graduates. Notably, disabled graduates were more likely to be found in part time work and voluntary work (9.7%) than their non-disabled peers (8.2%). They also scored very slightly higher in entering further study (including further study only and further study combined with work) at 25% compared to 24.7% for non-disabled graduates. These overall trends continue with the pattern from last year's survey.

There is almost exact parity in the type of industry sectors non-disabled and disabled graduates go into and this may just be a reflection of the opportunities in the labour market. There was some divergence in places. More disabled graduates were found in the category of "other community and social personal service activities" (11.2%) compared to non-disabled graduates (7.5%). In contrast less disabled graduates were employed in "financial activities" (5.6%) compared to non-disabled (7.6%). A sector that attracted a high number of some specific disabled groups was "health and social work" – deaf/hearing impairment (21.5%), and wheelchair users/ those with mobility difficulties (21.3%).

The survey indicates that disabled and non-disabled graduates have parity in terms of the quality of graduate opportunities they are finding. If we group management and administration, professional and associate professional career areas (all categories reflecting higher levels of graduate employment) there is only a 0.6% difference between disabled (60.8%) and non-disabled scores (61.4%). In contrast fewer disabled graduates are found in some of the more transitional graduate employment categories of the DLHE survey – eg regarding clerical and secretarial occupations, disabled (14.3%), non-disabled (16.9%).

It will be interesting over time to compare entry figures across occupational areas to see if any substantive conclusions can be made. The following are some points of interest from this survey regarding careers entered. There continue to be less disabled graduates (3.1%) going into health professional roles (medical practitioners, psychologists, pharmacists/pharmacologists, ophthalmic opticians, dental practitioners and veterinarians) compared to non-disabled graduates (5.5%), This difference is virtually the same as in last

year's survey (3.4% disabled, 5.7% non-disabled). The health professional score was low for all disabilities except unseen disability which actually has a higher percentage score than all other groups (including non-disabled) at 6.5%. In contrast there appears to be close parity in entry to the teaching/education professions. This reflects a narrowing of difference from last year. The disabled figure was 7% (6.2% in last year's survey) compared to 7.4% (7.7% in last year's survey) for non-disabled graduates. There was fairly close parity for all disabled groups and in some cases entry of disabled graduates was actually higher. For example in the case of wheelchair users and those with mobility problems, entry to teaching was at 7.7%. Another occupational area worth noting in which disabled graduates are doing well is in creative jobs, such as art and design (classified under the associate professional category). In total 6% of disabled graduates were in this type of work compared to 3.1% non-disabled.

In many ways the most interesting data is to be found when looking at different disabilities as these provide some contrasting stories and even question the grouping of disabled graduates as a whole.

It was the disabled graduates with dyslexia and unseen disability that compared most favourably to their non-disabled peers. In some cases they were doing better. More dyslexic graduates entered associate professional roles (32.5%) compared to their non-disabled peers (27.5%). Slightly more graduates with an unseen disability were found going onto further study/ further study combined with work (27.3%) than their non-disabled peers (24.7%). This group had the highest score of any group going into professional occupations (28.7%) compared to non-disabled (25.5%).

If we consider some of the other specific disabled groups there is less parity with non-disabled graduates as a whole. If we look at the range of four categories (blind/partially sighted, deaf/hearing impairment, wheelchair users/mobility difficulties and mental health difficulties), full time employment levels are much lower ranging from the lowest at 32.4% (wheelchair users/those with mobility problems) to the highest at 49.3% (deaf/hearing impairment). This does not compare favourably to non-disabled graduates (54.9%). However, for those with mental health difficulties there was a dramatic rise in full time employment (42.9%) from last year (29.5%). The reasons for this are unclear, and do invite closer scrutiny, but this is certainly positive news. The range of unemployment figures for the above same groups was higher than the non-disabled figure (6.3%). Wheelchair users/ those with mobility difficulties had the highest unemployment (15.9%), and those in the deaf/hearing impairment category had the lowest score at 9.7%. Some of the lower figures going into full time employment within these groups seem to be counterbalanced by numbers going onto further study/ further study combined with work. This ranged from 31% for the blind/partially-sighted at the highest end to 25% for the deaf/hearing impaired category at the lower end, which latter figure is in fact very close to the average for non-disabled graduates (24.7%).

Although this survey does give us a unique picture of the destinations from higher education of disabled graduates, in many ways it raises as many questions as it answers. For example, we do not know whether disabled graduates had to make more applications before securing their position on graduation. Also it would be interesting to know what approach these graduates used with regard to disclosing their disability in applications for jobs/courses. This may be of special relevance to those in the survey who have an unseen disability or dyslexia or mental health difficulties. It would also be valuable to compare employment rates for disabled people with or without a higher education qualification. However, overall we believe the data collected in this survey presents some valuable and positive findings and challenges some of the commonly held beliefs concerning the success of disabled graduates in the labour market.

¹ This category covers a wide range of disabilities, e.g., epilepsy, diabetes, arthritis, cancer, HIV, multiple sclerosis