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What Happens Next?

A Report on the First Destinations of 2005
Graduates with Disabilities

Disabilities Task Group
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Table of Contents		Page
1.	Introduction	3
	1.1 Higher Education Services and Disability	
	1.2 Destinations of Leavers from 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 2005	
	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	6
	2.1 Table	
	2.2 Summary of Findings	
	2.3 Figures	
3.	Standard Industrial Classification/Type of Employer	8
	3.1 Table	
	3.2 Summary of Findings	
4.	Standard Occupational Classification	10
	4.1 Summary of Findings	
	4.2 Figures	
	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	18
	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	24

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1. Introduction

1.1 Context

In 2005 over 188,000 full-time, first-degree students graduated from UK universities. Of this number approximately 7% (13,960) 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 Destination Survey' (FDS) was renamed the 'Destinations of Leavers of Higher Education' (DLHE) 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 (known as standard occupational classification or SOC). This is the third year of the DLHE survey and any comparisons with previous surveys earlier than 2004 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 fifth 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 2005 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. Additionally, this year we looked at surveys from the two previous years to identify if any particular trends were apparent.

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 2005

- Total number of graduates (not including those listed as unclassified): 188,775
- Total number of non-disabled graduates: 173,525
- Total number of disabled graduates: 13,960
- Total of unclassified graduates (not known if disabled or non-disabled): 1,295
- The percentage of disabled graduates in 2005 from the total of all graduates with known classification: 7%

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

- Dyslexia : 7570

- Blind/Partially Sighted: 305
- Deaf / Hearing Impairment: 510
- Wheelchair User / Mobility Difficulties: 375
- Personal Care Support: 15
- Mental Health Difficulties: 390
- Autistic Spectrum Disorder: 35
- An Unseen Disability: 2660
- Multiple Disabilities 595
- A Disability Not Listed Above 1295

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 report were calculated before the rounding was done, and are hence 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 2.1

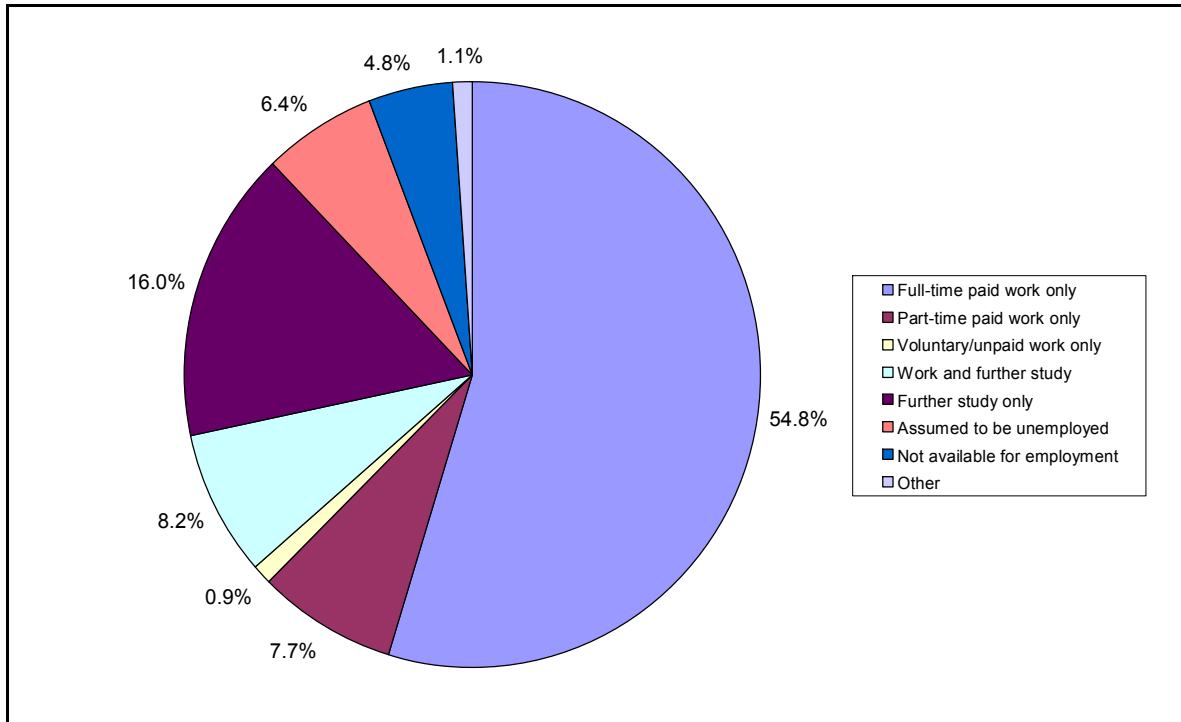
	Non-disabled	%	Disabled	%
Full-time paid work only	95160	54.8	6930	49.6
Part-time paid work only	13410	7.7	1115	8.0
Voluntary/unpaid work only	1580	0.9	175	1.3
Work and further study	14175	8.2	1210	8.7
Further study only	27815	16.0	2255	16.1
Assumed to be unemployed	11105	6.4	1245	8.9
Not available for employment	8400	4.8	815	5.8
Other	1880	1.1	210	1.5
Total	173525	100.0	13960	100.0

2.2 Summary of Findings

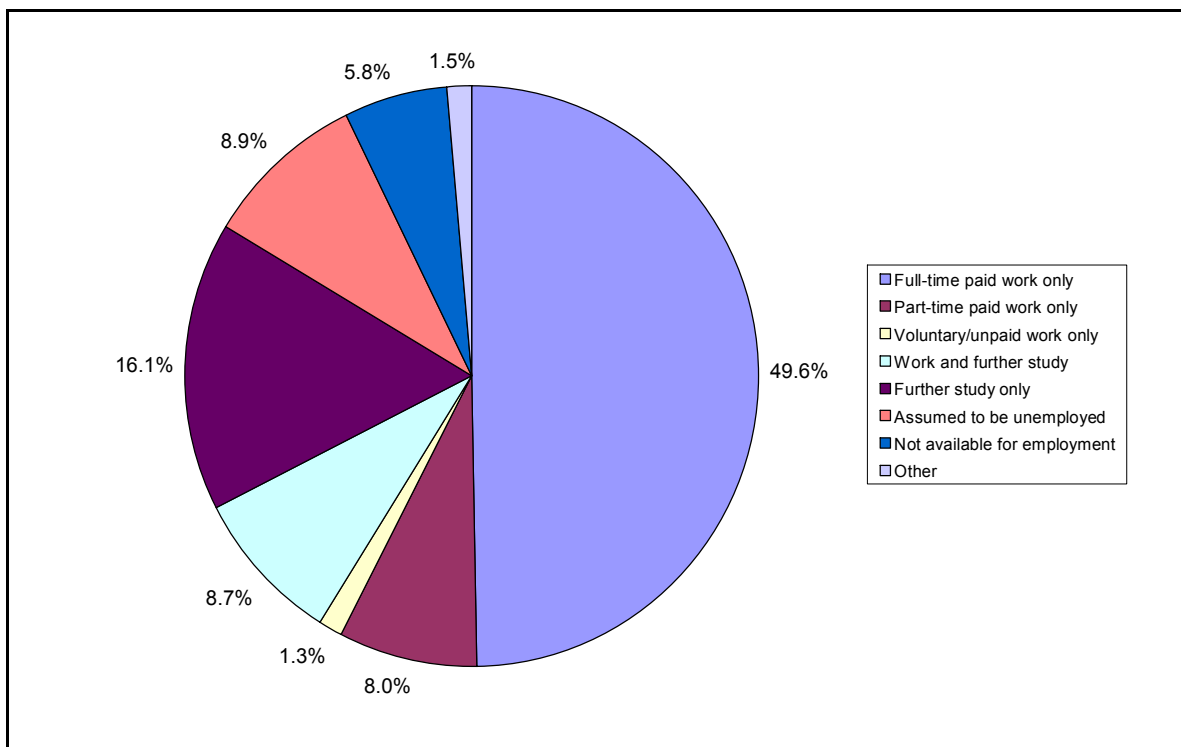
- **49.6%** of disabled graduates were in full-time work compared with **54.6%** of non-disabled graduates. This represents an improvement on the 2004 and 2003 cohorts where only **48.9%** and **48.4%** respectively of disabled graduates were in employment compared with **54.9%** and **54.6%** of non-disabled graduates showing that the gap between the two groups is lessening each year.
- **8.0%** of disabled graduates were in part-time work compared with **7.7%** of non-disabled graduates.
- **8.7%** of disabled graduates were engaged in work and further study compared with **8.2%** of non-disabled graduates, a figure consistent with 2004 and 2003.
- **16.1%** of disabled graduates were in further study only compared with **16%** of non-disabled graduates. Again these figures are consistent with those from previous years.
- **8.9%** of disabled graduates were assumed to be unemployed compared with **6.4%** of non-disabled graduates. This represents a decrease on the figures for 2004 (**9.0%**) and 2003 (**16.6%**) while unemployment for non-disabled graduates increased from 2004's **6.3%**.
- **5.8%** of disabled graduates were not available for employment compared with **4.8%** of non-disabled graduates. Again this represents a decrease on the figures for disabled graduates on 2004 and 2003 (**6.1%** both years).

2.3 Destinations of Disabled Graduates and Non-Disabled Graduates

Destinations of 2005 Non-Disabled Graduates - Figure 2.3.1



Destinations of 2005 Disabled Graduates - Figure 2.3.2



3. Standard Industrial Classification/Type of Employer

This section identifies the industries entered by 2005 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 3.1

Standard Industrial Classification	Non-disabled	%	Disabled	%
{A} Agriculture and forestry	540	0.4	60	0.6
{B} Fishing	5	0.0	0	0.0
{C} Mining and quarrying	480	0.4	35	0.4
{D} Manufacturing	8475	6.8	695	7.4
{E} Electricity, gas and water supply	1020	0.8	75	0.8
{F} Construction	2160	1.7	175	1.8
{G} Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods	15625	12.6	1165	12.4
{H} Hotels and restaurants	5340	4.3	445	4.7
{I} Transport, storage and communication	4225	3.4	285	3.0
{J} Financial activities	9165	7.4	485	5.2
{K} Property development, renting, business and research activities	23680	19.1	1740	18.5
{L} Public administration and defence; social security	8810	7.1	650	6.9
{M} Education	13870	11.2	1180	12.6
{N} Health and social work	21085	17.0	1425	15.1
{O} Other community, social and personal service activities	9360	7.5	960	10.2
{P} Private households with employed persons	110	0.1	25	0.3
{Q} International organisations and bodies	110	0.1	10	0.1
Total	124070	100.0	9415	100.0
{R} Not known/Not applicable	49455		4545	
Grand Total	173525		13960	

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. This reflects similar results from the 2004 and 2003 DLHE surveys.
- 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** mirroring the results from 2004 and 2003.
- The most significant difference between the two groups in terms of industries entered was within **other community social and personal service activities** (again identical with the two previous surveys) accounting for **10.2%** of disabled graduates and **7.5%** of non-disabled graduates.
- There were also significant differences in the numbers of graduates entering the **financial activities** sector, accounting for **5.2%** of disabled graduates compared with **7.4%** 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.

- **8.4%** of disabled graduates entered the occupational grouping of **management and administration** compared with **8.1%** of non-disabled graduates. This represents the first time since the initiation of the DLHE survey that disabled graduates have exceeded their non-disabled peers in entering this level of employment.
- **22.7%** of disabled graduates entered the second highest level grouping, **professional occupations**, compared with **25.7%** of non-disabled graduates. These figures are consistent with previous surveys.
- There were higher percentages of disabled graduates entering **associate professional and technical occupations (31.1%)** compared with non-disabled graduates (**29.1%**) a small improvement for both groups on 2004's survey.
- Proportionately fewer numbers of disabled graduates entered **clerical and secretarial occupations (13.4%)** compared with **15.7%** of non-disabled graduates. In both group's cases these figures have been steadily declining since the 2003 survey where **15.6%** of disabled graduates and **19%** of non-disabled graduates entered these occupations.
- There were higher percentages of disabled graduates entering personal and protective service occupations (**6.5%**) compared with non-disabled graduates (**4.9%**).

4.1.1 Graduate Level Employment

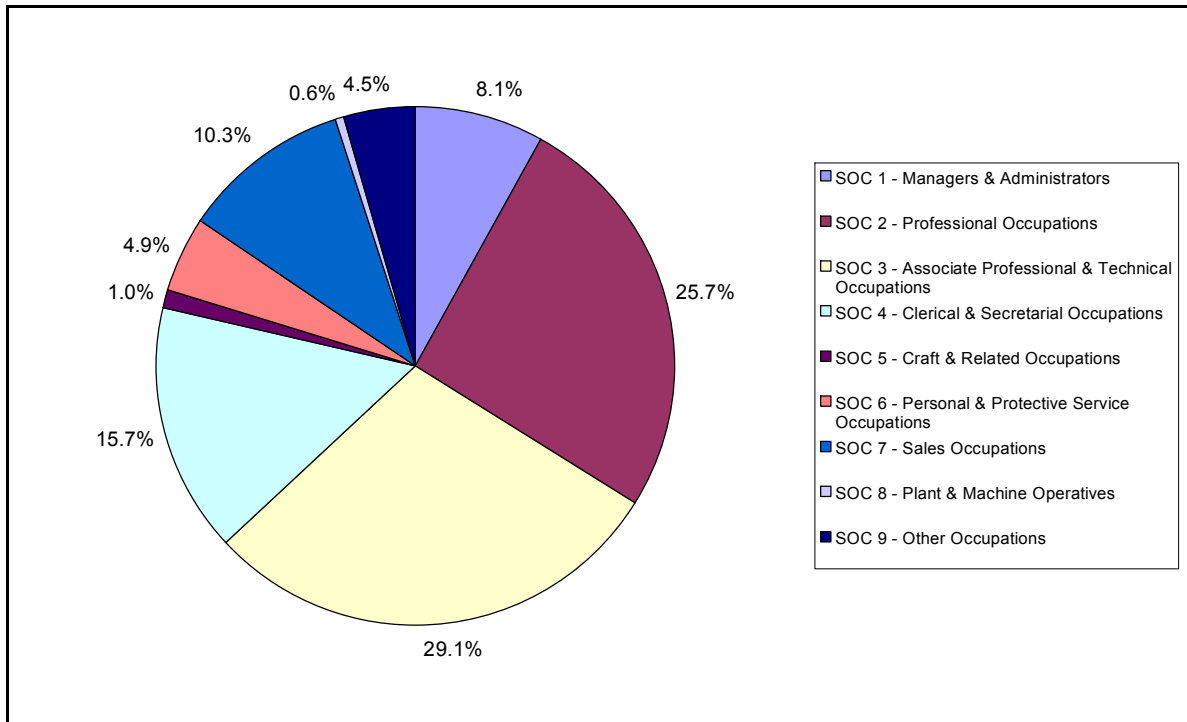
Overall, using the HESA classification "graduate level" occupation representing the first three groups above it is possible to compare the percentages of each group entering graduate employment.

Graduate Level Occupations (SOCS 1,2,3)	2005	2004	2003
Disabled	62.2	60.6	64.5
Non-disabled	62.9	61.4	63.2

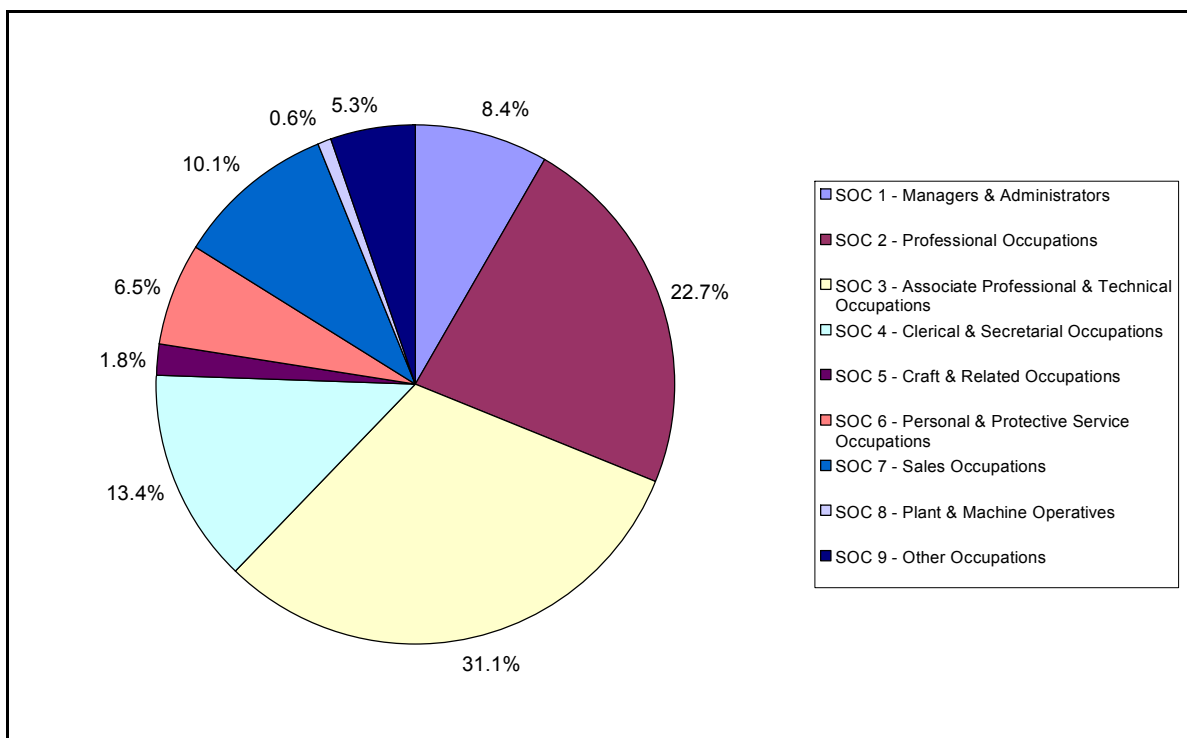
- There is notable consistency between the outcomes of both groups each year with the gap between the numbers of disabled and non-disabled graduates entering higher level employment particularly small.

4.2 Standard Occupational Classification – Overall Findings

Destination of 2005 Non-Disabled Graduates by SOC Codes – Figure 4.2.1



Destination of 2005 Disabled Graduates by SOC Codes – Figure 4.2.2



4.3 Standard Occupational Classification – SOC Group 1

Table 4.3

MAJOR GROUP 1-MANAGERS AND ADMINISTRATORS	Non-disabled	%	Disabled	%
111 Corporate managers and senior officials	135	0.1	20	0.2
112 Production managers	560	0.4	50	0.6
113 Functional managers	2285	1.8	165	1.7
114 Quality and customer care managers	260	0.2	25	0.2
115 Financial institution and office managers	1135	0.9	70	0.8
116 Managers in distribution, storage and retailing	1800	1.4	115	1.2
117 Protective service officers	365	0.3	30	0.3
118 Health and social services managers	210	0.2	20	0.2
121 Managers in farming, horticulture, forestry and fishing	130	0.1	15	0.1
122 Managers and proprietors in hospitality and leisure services	1635	1.3	150	1.6
123 Managers and proprietors in other service industries	1555	1.3	135	1.5
Total	10060	8.1	795	8.4

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. This reflects the results of previous surveys.
- There were slightly higher percentages of disabled graduates employed as managers and proprietors in hospitality and leisure services (**1.6%**) compared to non-disabled graduates (**1.3%**).

4.4 Standard Occupational Classification – SOC Group 2

Table 4.4

MAJOR GROUP2-PROFESSIONAL OCCUPATIONS	Non-disabled	%	Disabled	%
211 Science professionals	1035	0.8	65	0.7
212 Engineering professionals	3455	2.8	285	3.0
213 Information and communication technology professionals	3450	2.8	255	2.7
221 Health professionals	6970	5.6	255	2.7
231 Teaching professionals	8765	7.1	655	7.0
232 Research professionals	1510	1.2	120	1.3
241 Legal professionals	255	0.2	10	0.1
242 Business and statistical professionals	3635	2.9	185	2.0
243 Architects, town planners, surveyors	1410	1.1	125	1.3
244 Public service professionals	1290	1.0	170	1.8
245 Librarians and related professionals	180	0.1	20	0.2
Total	31950	25.7	2140	22.7

Key Points for SOC Group 2

- A lower percentage of disabled graduates were employed in **professional occupations (22.7%)** compared to non-disabled graduates (**25.7%**) reflecting parity with the two previous surveys.
- Graduates with disabilities had higher percentages than their non-disabled peers in **architects, town planners, quantity and chartered surveyors, public service professionals** and also within **engineering fields**.
- **2.7%** of disabled graduates entered **health professionals (medical practitioners, psychologists, pharmacists, ophthalmic opticians, dental practitioners and veterinarian occupations)** compared with **5.6%** of non-disabled graduates representing a decrease (for disabled graduates entering these occupations) from **3.4%** and **3.1%** in 2003 and 2004 respectively while the figures for non-disabled graduates have remained steady.
- **7.0%** of disabled graduates in employment entered teaching compared with **7.1%** of non-disabled graduates consistent with last year's survey though representing an increase (in the case of disabled graduates) from **6.2%** in 2003.

4.5 Standard Occupational Classification - SOC Group 3

Table 4.5

MAJOR GROUP 3-ASSOCIATE PROFESSIONAL AND TECHNICAL OCCUPATIONS	Non-disabled	%	Disabled	%
311 Science and engineering technicians	1430	1.2	110	1.1
312 Draughtspersons and building inspectors	885	0.7	75	0.8
313 IT service delivery occupations	1445	1.2	105	1.1
321 Health associate professionals	5005	4.0	270	2.9
322 Therapists	2495	2.0	235	2.5
323 Social welfare associate professionals	2195	1.8	260	2.7
331 Protective service occupations	390	0.3	20	0.2
341 Artistic and literary occupations	1800	1.5	215	2.3
342 Design associate professionals	2640	2.1	360	3.8
343 Media associate professionals	2460	2.0	230	2.4
344 Sports and fitness occupations	1360	1.1	115	1.2
351 Transport associate professionals	45	0.0	5	0.0
352 Legal associate professionals	600	0.5	20	0.2
353 Business and finance associate professionals	4445	3.6	275	2.9
354 Sales and related associate professionals	5405	4.4	390	4.1
355 Conservation associate professionals	310	0.3	30	0.3
356 Public service and other associate professionals	3275	2.6	215	2.3
Total	36190	29.1	2930	31.1

- **31.1%** of employed disabled graduates entered **associate professional and technical occupations** compared to **29.1%** of employed non-disabled graduates continuing a trend for disabled graduates to perform better in this category than their non-disabled peers. Figures for individual occupations are also consistent with the two previous surveys in 2004 and 2003.
- **3.8%** of disabled graduates entered employment as **design associate professionals** compared to **2.1%** of non-disabled graduates.
- A lower percentage of disabled graduates entered employment as **health associate professionals i.e. nurses, midwives and related occupations (2.9%)** than non-disabled graduates (**4.0%**).
- **2.7%** of disabled graduates entered employment as **youth and community workers, housing and welfare officers**, compared with only **1.8%** of non-disabled graduates.
- **2.3%** of disabled graduates entered employment as **artists, authors, writers, performing artists, dancers, musicians, producers, directors and other related occupations** compared with just **1.5%** of non-disabled graduates.

4.6 Standard Occupational Classification - SOC Group 4

Table 4.6

MAJOR GROUP 4-CLERICAL AND SECRETARIAL OCCUPATIONS	Non-disabled	%	Disabled	%
411 Administrative occupations: Government and related organisations	1980	1.6	145	1.5
412 Administrative occupations: Finance	3905	3.1	210	2.2
413 Administrative occupations: Records	3930	3.2	235	2.5
414 Administrative occupations: Communications	255	0.2	20	0.2
415 Administrative occupations: General	6950	5.6	455	4.8
421 Secretarial and related occupations	2450	2.0	200	2.1
Total	19470	15.7	1265	13.4

Key points for SOC Group 4

- Overall **13.4%** of employed disabled graduates entered **clerical and secretarial occupations** compared to **15.7%** of non-disabled graduates representing a steady decrease for both groups since 2003. Overall, figures in each category are consistent with the 2004 and 2003 surveys.
- 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 (2.2%)** than non-disabled graduates (**3.1%**).
- 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 (1.5%)** than non-disabled graduates (**1.6%**).

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

Table 4.7.1

MAJOR GROUP 5- CRAFT AND RELATED OCCUPATIONS	Non-disabled	%	Disabled	%
511 Agricultural trades	210	0.2	30	0.3
521 Metal forming, welding and related trades	15	0.0	0	0.0
522 Metal machining, fitting and instrument making trades	50	0.0	5	0.0
523 Vehicle trades	30	0.0	0	0.0
524 Electrical trades	190	0.2	15	0.2
531 Construction trades	190	0.2	20	0.2
532 Building trades	60	0.0	5	0.1
541 Textiles and garments trades	55	0.0	10	0.1
542 Printing trades	60	0.0	10	0.1
543 Food preparation trades	305	0.2	35	0.4
549 Skilled trades not elsewhere classified	105	0.1	30	0.3
Total	1265	1.0	165	1.8

Table 4.7.2

MAJOR GROUP 6- PERSONAL AND PROTECTIVE OCCUPATIONS	Non-disabled	%	Disabled	%
611 Healthcare and related personal services	1540	1.2	175	1.8
612 Childcare and related personal services	3010	2.4	310	3.3
613 Animal care services	245	0.2	20	0.2
621 Leisure and travel service occupations	1130	0.9	90	0.9
622 Hairdressers and related occupations	65	0.1	10	0.1
623 Housekeeping occupations	85	0.1	10	0.1
629 Personal services occupations not elsewhere classified	10	0.0	0	0.0
Total	6080	4.9	610	6.5

Table 4.7.3

MAJOR GROUP 7- SALES OCCUPATIONS	Non-disabled	%	Disabled	%
711 Sales assistants and retail cashiers	8655	7.0	660	7.0
712 Sales related occupations	745	0.6	65	0.7
721 Customer service occupations	3430	2.8	225	2.4
Total	12835	10.3	950	10.1

Table 4.7.4

MAJOR GROUP 8-PLANT AND MACHINE OPERATIVES	Non-disabled	%	Disabled	%
811 Process operatives	105	0.1	10	0.1
812 Plant and machine operatives	50	0.0	5	0.0
813 Assemblers and routine operatives	215	0.2	20	0.2
814 Construction operatives	30	0.0	5	0.0
821 Transport drivers and operatives	310	0.3	25	0.2
822 Mobile machine drivers and operatives	15	0.0	0	0.0
Total	730	0.6	60	0.6

Table 4.7.5

MAJOR GROUP 7-OTHER OCCUPATIONS	Non-disabled	%	Disabled	%
911 Elementary agricultural occupations	90	0.1	5	0.1
912 Elementary construction occupations	215	0.2	25	0.3
913 Elementary process plant occupations	170	0.1	20	0.2
914 Elementary goods storage occupations	365	0.3	40	0.4
921 Elementary administration occupations	390	0.3	35	0.4
922 Elementary personal services occupations	3730	3.0	305	3.2
923 Elementary cleaning occupations	225	0.2	20	0.2
924 Elementary security occupations	275	0.2	40	0.4
925 Elementary sales occupations	160	0.1	10	0.1
Total (All SOC)	124190	100.0	9425	100.0
Not Applicable/ Unknown	49330		4535	
Grand Total	173525		13960	

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

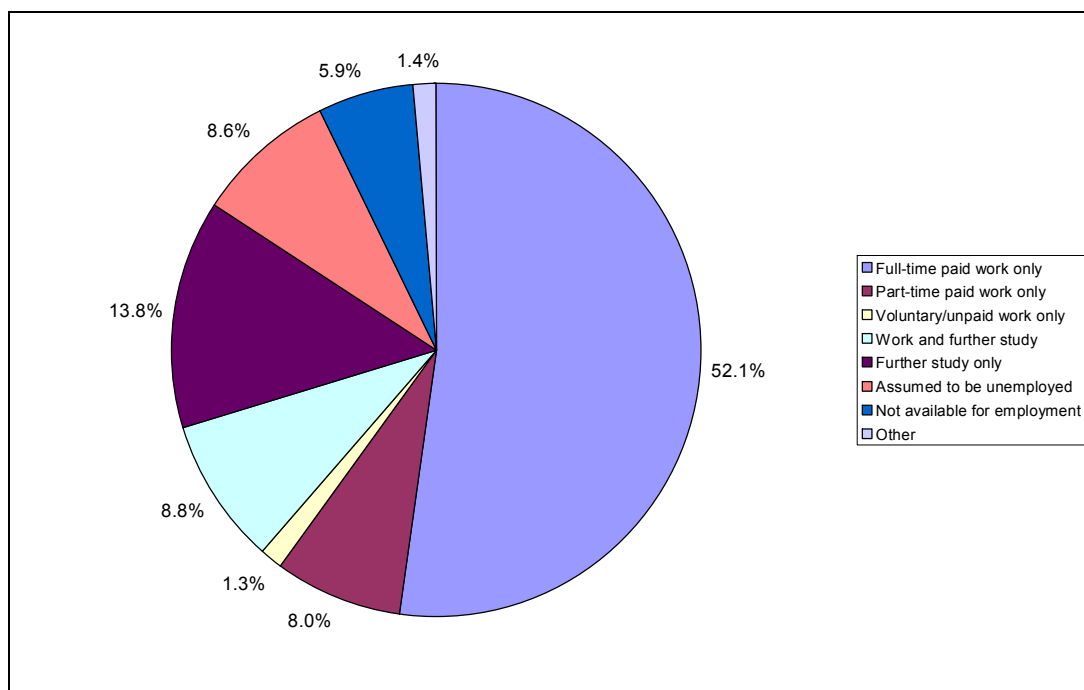
- Overall the figures in each of these SOC categories were remarkably similar, as in previous surveys, for both groups. The percentage of employed disabled graduates in **craft and related occupations (1.8%)** was slightly higher than non-disabled graduates (**1.0%**).
- The percentage of employed disabled graduates in **personal and protective service occupations (6.5%)** was higher than non-disabled graduates (**4.9%**).
- 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 (**10.1%**) and non-disabled graduates (**10.3%**) working as **sales and retail assistants**, representing significant increases for both groups since 2003 when only **4.9%** of each group were working in these roles.

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 2005 Disabled Graduates: Dyslexia – Figure 5.1

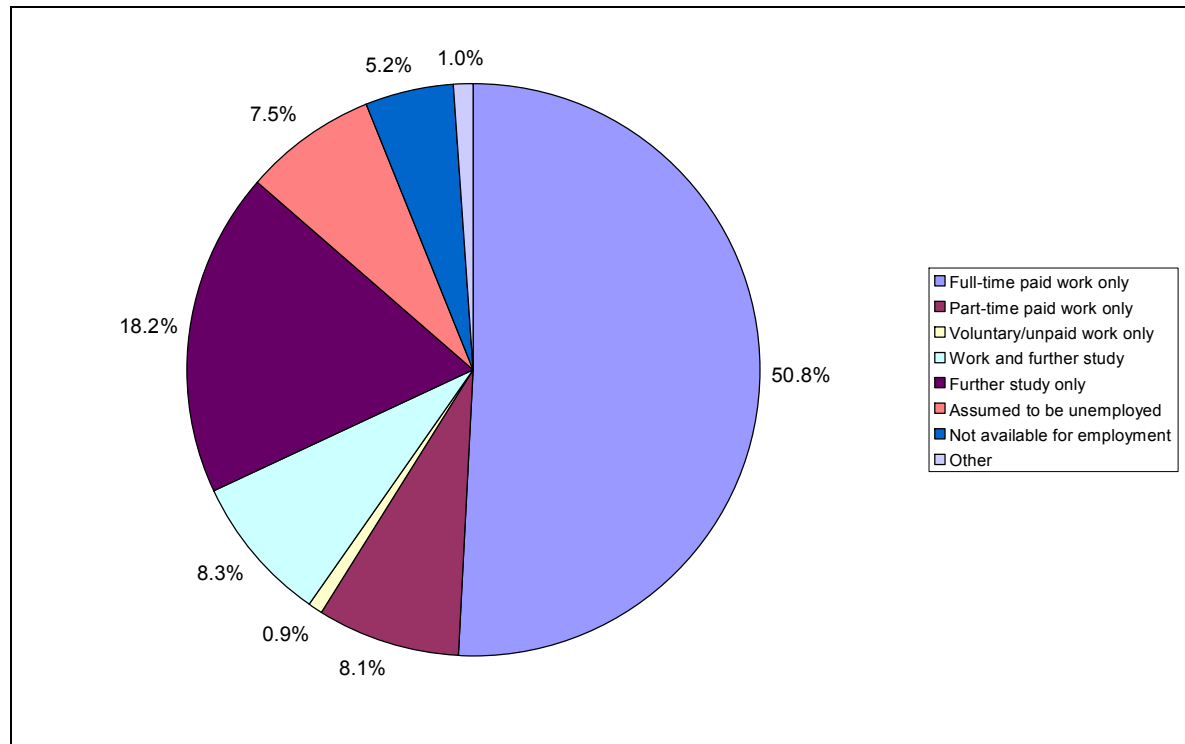


Key Findings

- **52.1%** of graduates with dyslexia entered full-time paid work only compared with the overall figure of **49.6%** of disabled graduates and **54.8%** of non-disabled graduates.
- **13.8%** of graduates with dyslexia went on to further study only compared with **16.1%** of disabled graduates overall and **16.0%** of non-disabled graduates.
- **8.6%** of graduates with dyslexia were assumed to be unemployed compared with **8.9%** of disabled graduates overall and **6.4%** of non-disabled graduates.
- The most popular sector for dyslexic graduates was **property development, renting, business and research activities**, accounting for 19.5% of this group compared with 18.3% in 2004.
- A higher percentage of employed graduates with dyslexia entered **management and administration occupations (9.1%)** than either disabled graduates overall (**8.4%**) or non-disabled graduates (**8.1%**)
- The percentage of employed graduates with dyslexia entering **professional occupations (20.6%)** was lower than disabled graduates overall (**22.7%**) and non-disabled graduates (**25.7%**).
- A higher percentage of employed graduates with dyslexia (**33.4%**) entered **associate professional and technical occupations** than both disabled graduates overall (**31.1%**) and non-disabled graduates (**29.1%**).
- **5.9%** of employed graduates with dyslexia entered **teaching occupations** compared with **7.0%** of disabled graduates and **7.1%** of non-disabled graduates.
- A lower percentage of employed graduates with dyslexia (**1.6%**) entered **health professional** occupations compared with non-disabled graduates (**5.6%**) and disabled graduates as a whole (**2.7%**).

5.2 Unseen Disability

Destinations of 2005 Disabled Graduates: Unseen Disability – Figure 5.2

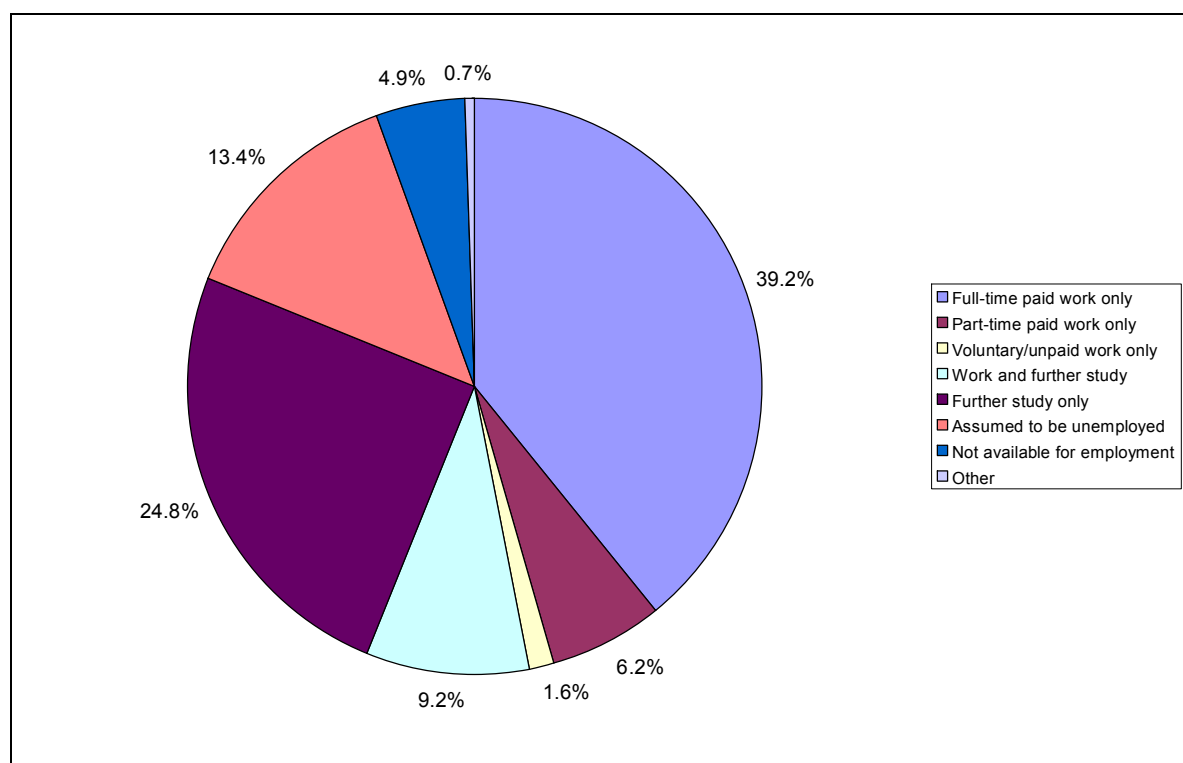


Key findings

- **50.8%** of graduates with an unseen disability were in full-time paid work only compared with **49.6%** of disabled graduates overall and **54.8%** of non-disabled graduates.
- **18.2%** of graduates with an unseen disability were engaged in further study only, compared with **16.1%** of disabled graduates overall and **16.0%** of non-disabled graduates.
- **7.5%** of graduates with an unseen disability were assumed to be unemployed compared with **8.9%** of disabled graduates overall and **6.4%** of non-disabled graduates.
- The most popular sector for graduates with an unseen disability was **health and social work** accounting for **17.1%** compared with a similar **17.5%** of this group last year.
- An impressive **26.9%** of this group entered **professional occupations** compared with **22.7%** of disabled graduates overall and **25.7%** of non-disabled graduates.
- The percentage of employed graduates from this group who entered **management and administration occupations (7.0%)** was significantly lower than disabled graduates overall (**8.4%**) and non-disabled graduates (**8.1%**).
- **4.8%** of employed graduates with an unseen disability entered **health professional occupations** compared with **5.6%** of non-disabled graduates (**5.5%**) and considerably higher than for disabled graduates as a whole **2.7%**. This represented a significant drop from last year's **6.5%** figure.
- **9.1%** of employed graduates with an unseen disability entered **teaching occupations** compared with **7.0%** of disabled graduates overall and **7.1%** of non-disabled graduates.

5.3 Blind/Partially Sighted

Destinations of 2005 Disabled Graduates: Blind/Partially Sighted – Figure 5.3

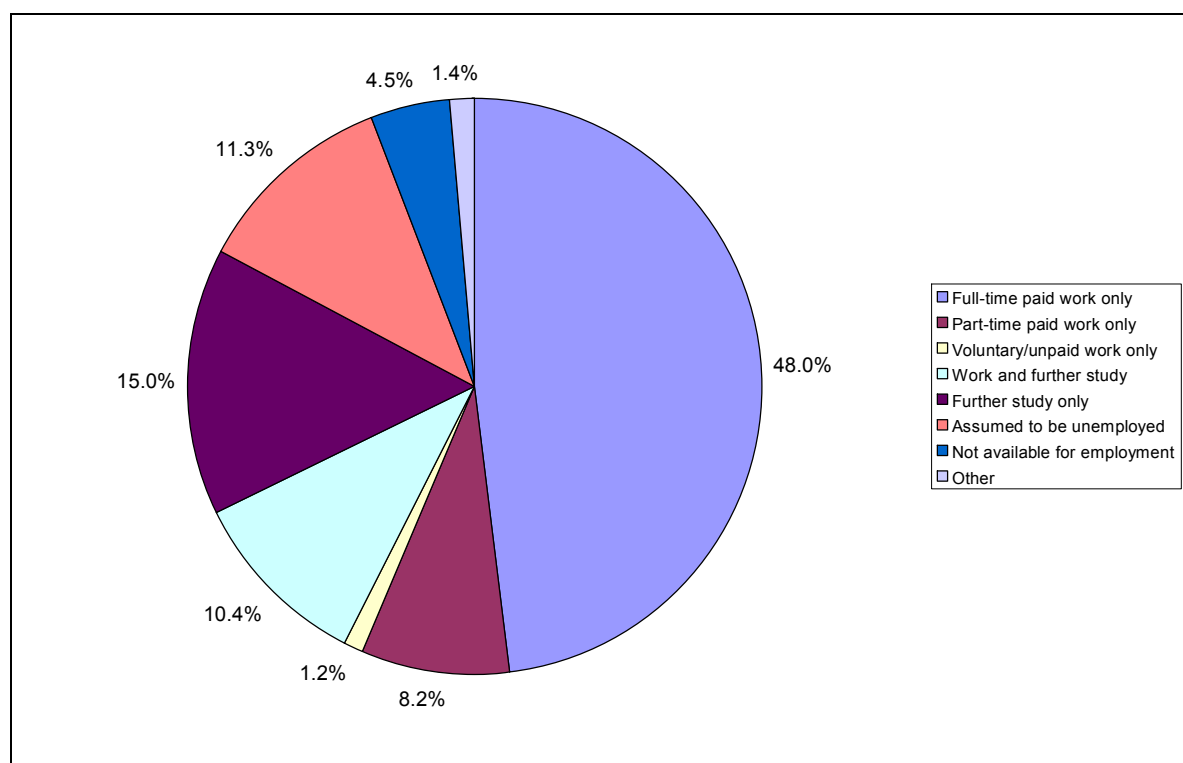


Key Findings

- **39.2%** (down from **42.5%** in 2004 and **43.7%** in 2003) of blind/partially sighted graduates entered full-time paid work only compared with **49.6%** of disabled graduates overall and **54.8%** of non-disabled graduates.
- **24.8%** (a steady increase since 2003) of blind/partially sighted graduates entered further study only compared with **16.1%** of disabled graduates overall and **16.0%** of non-disabled graduates.
- **13.4%** (an increase from **11.1%** in 2004) of blind/partially sighted graduates were assumed to be unemployed compared with **8.9%** of disabled graduates overall and **6.4%** of non-disabled graduates.
- The most popular sector for blind/partially sighted graduates was **property development, renting, business and research activities** accounting for **18.1%** of graduates in this group a decrease from **21.3%** in 2004.
- **Only 4.1%** of blind/partially sighted graduates entered **management and administration occupations** compared with **8.4%** of disabled graduates overall and **8.1%** of non-disabled graduates and representing a significant decrease from **8.4%** in 2004 and **8.8%** in 2003.
- **7.6%** of employed blind/partially sighted graduates entered **teaching occupations** (an increase from **6.5%** in 2004 and only **4.4%** in 2003) compared with **7.0%** of disabled graduates overall and **7.1%** of non-disabled graduates
- **4.1%** of employed blind/partially sighted graduates (**2.5%**) entered **health professional** occupations compared with **5.6%** non-disabled graduates (**5.5%**), considerably higher than for disabled graduates as a whole **on 2.7%**. This represents a significant increase on the 2004 figure (**2.5%**) and the 2003 figure (**1.6%**).

5.4 Deaf/Hearing Impairment

Destinations of 2005 Disabled Graduates: Deaf/Hearing Impairment – Figure 5.4

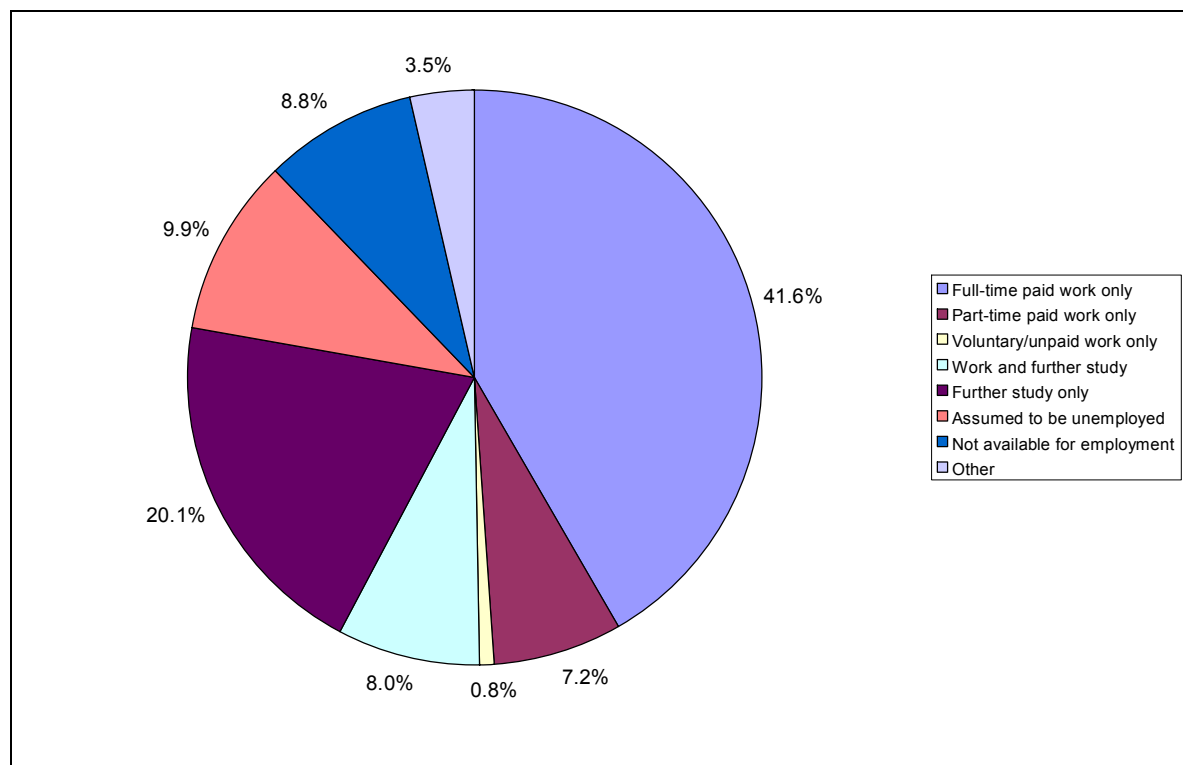


Key Findings

- **48.0%** of deaf/hearing impaired graduates entered full-time paid work only (down from **49.3%** in 2004 but still higher than the **44.3%** in 2003) compared with **49.6%** of disabled graduates overall and **54.8%** of non-disabled graduates.
- **15.0%** of deaf/hearing impaired graduates entered further study only compared with **16.1%** of disabled graduates overall and **16.0%** of non-disabled graduates.
- **11.3%** of deaf/hearing impaired graduates were assumed to be unemployed up from **9.7%** in 2004) compared with **8.9%** of disabled graduates overall and **6.4%** of non-disabled graduates.
- The most popular sector for deaf/hearing impaired graduates was **health and social work** accounting for **21.6%** of this group consistent with last year's survey.
- **8.9%** of employed deaf/hearing impaired graduates entering **management and administration occupations** compared with **8.4%** of disabled graduates overall and **8.1%** of non-disabled graduates. This continues a steady improvement from **4.6%** in 2003.
- **25.4%** of employed deaf/hearing impaired graduates entered **professional occupations**, compared with **22.7%** of disabled graduates overall and **25.7%** of non-disabled graduates.
- **7.5%** (a slight increase from **7.3%** in 2004) of employed deaf/hearing impaired graduates entered **teaching occupations** compared with **7.0%** of disabled graduates overall and **7.41** of non-disabled graduates
- Only **4.6%** (though an improvement from **3.2%** in 2004) of employed deaf/hearing impaired graduates entered **health occupations** compared with **5.6%** non-disabled graduates (**5.5%**), considerably higher than for disabled graduates as a whole **on 2.7%**.

5.5 Wheelchair User/Mobility Difficulties

Destinations of 2005 Disabled Graduates: Wheelchair User/Mobility Difficulties – Figure 5.5

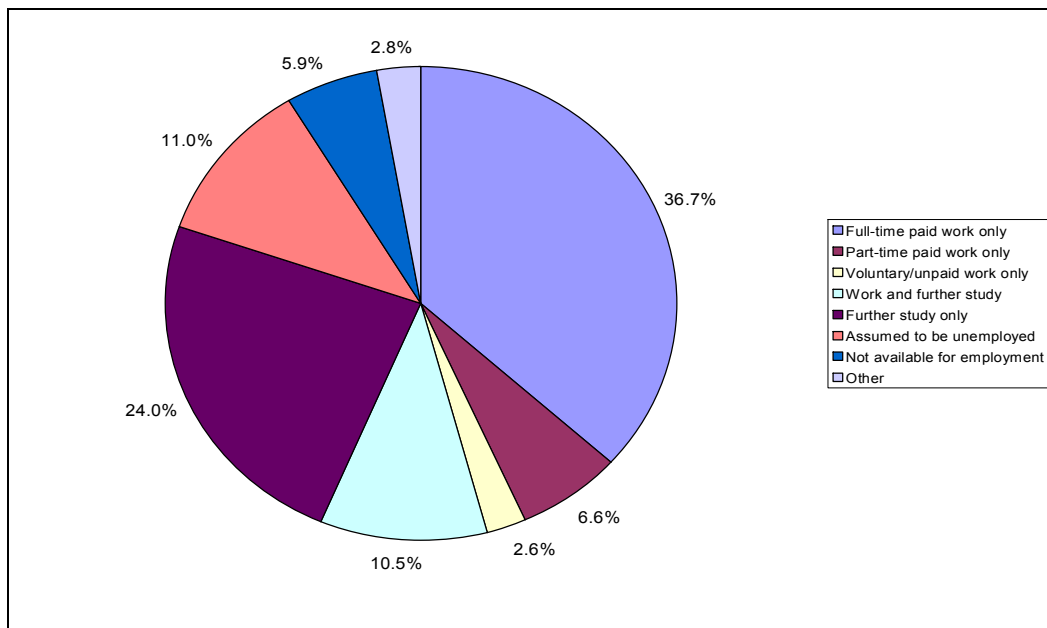


Key Findings

- **41.6%** of graduates who are wheelchair users/have mobility difficulties were in full-time paid work only compared with **49.6%** of disabled graduates overall and **54.8%** of non-disabled graduates. This represents a significant improvement in their situation from a low of **30.3%** in 2003 and **32.4%** in 2004..
- **20.1%** were in further study only compared with **16.1%** of disabled graduates overall and **16.0%** of non-disabled graduates.
- **11.0%** were assumed to be unemployed compared with **8.9%** of disabled graduates overall and **6.4%** of non-disabled graduates. This also represents a significant decrease on previous years (**15.9%** in 2004 and **13.4%** in 2003)
- **8.8%** of this group were not available for employment compared with **5.8%** of disabled graduates overall and **4.8%** of non-disabled graduates.
- The most popular sector for graduates who are wheelchair users/have mobility difficulties was **education** accounting for **18.8%** of this group marking a change from 2004 when **health and social work** was the most popular option.
- **9.3%** of employed graduates from this group entered **management and administration occupations** compared with **8.4%** of disabled graduates overall and **8.1%** of non-disabled graduates. This represents a significant improvement on the **7.1%** figure in 2004 and as with 2003 (**12.7%**) it marks the second time in three years this group has had the highest percentage of entrants in this category.
- **29.4%**, the highest percentage of any specific disability, of this group entered **professional occupations** compared with **22.7%** of disabled graduates overall and **25.7%** of non-disabled graduates. This mirrors the 2004 results (**26%**) when this group also achieved the highest outcomes in this category.
- **9.8%** of employed graduates from this group entered **teaching occupations, the highest percentage of any group, (up from 7.7% in 2004)** compared with **7.0%** of disabled graduates overall and **7.1%** of non-disabled graduates.

5.6 Mental Health Difficulties

Destinations of 2005 Disabled Graduates: Mental Health Difficulties – Figure 5.6



Key Findings

- **36.7% (the lowest percentage of any group)** of graduates with mental health difficulties were in full-time paid work only (a significant decrease on last year's **42.9%**, at the time a huge increase on 2003's figure of **29.5%**) compared with **49.6%** of disabled graduates overall and **54.8%** of non-disabled graduates.
- **24.0%** (a significant increase on 2004's **17.6%**) of graduates with mental health difficulties were in further study only compared with **16.1%** of disabled graduates overall and **16.0%** 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 **8.9%** of disabled graduates overall and **6.4%** of non-disabled graduates. This is identical to the 2004 figure and significantly better than the 2003 figure of **15.5%**.
- The most popular sector for graduates with mental health difficulties was **health and social work** accounting for **17.2%** of this group compared with last year when **property development, renting, business and research activities** was the most popular option.
- **9.1% (up from 7.7% in 2004)** of employed graduates with mental health difficulties entered **management and administration** occupations (the second highest percentage of any group) compared with **8.4%** of disabled graduates overall and **8.1%** of non-disabled graduates.
- **15.9%** (down from **19.8%** in 2004 and **16.2%** in 2003) of employed graduates with mental health difficulties entered **professional occupations** compared with **22.7%** of disabled graduates overall and **25.7%** of non-disabled graduates.
- Only **4.5%** (down from **6.4%** in 2004) of employed graduates with mental health difficulties entered teaching occupations compared with **7.0%** of disabled graduates overall and **7.1%** of non-disabled graduates
- Only **2.7%** of employed graduates with mental health difficulties entered **health professional** occupations compared with non-disabled graduates (**5.5%**) and disabled graduates as a whole (**2.7%**). Nevertheless this continues an upward trend from 2003 (**0%**) and **1.2%** in 2004.

Conclusions

As reflected in previous years' reports the situation facing disabled graduates, in terms of their employability within the graduate labour market, continues to remain positive. The overall margin between groups of disabled and non-disabled graduates entering employment shrank again this year to just 5 percentage points (down from 6% last year and 6.2% in 2003) whilst the number of unemployed disabled graduates also continued to fall (in a year when non-disabled graduate unemployment actually increased slightly). Perhaps most positively the numbers of disabled graduates entering graduate level employment reached 62.2% this year, scarcely any different from the figure for non disabled graduates (62.9%) demonstrating that the quality of employment outcomes for both groups is remarkably similar. In fact a greater level of disabled graduates entered one of the highest levels of employment, as **managers and administrators**, than their non-disabled peers, the first time this has happened. However, the numbers of disabled graduates entering **professional occupations** remains lower (though not remarkably so). Elsewhere there was consistency between the types of industry and occupations both sets of graduates entered.

Amongst the categories of individual disabilities graduates with non-visible disabilities continued to do better overall than their peers with more visible/apparent physical and mental health disabilities, e.g. it is blind/partially sighted graduates who have the highest level of unemployment. There are exceptions to this with Wheelchair Users/Mobility difficulties achieving the highest percentage of any group (disabled/non disabled) entering **management and administration**. Overall, the outcomes for those with mental health difficulties were the least positive of any particular cohort, although the percentage entering **management and administration** was one of the highest.

There was consistency with previous years with no remarkable differences or trends emerging (perhaps the most notable being the worsened position of graduates with mental health difficulties following last year's notable improvement. However, in general, there was clearly an improvement on the results of previous years' surveys for disabled graduates as a whole and it is hoped this will continue with the 2006 survey.

Several questions continue to remain unanswered: we can still make no conclusions as to whether or not disability affects career choice or whether certain industries and occupations appear more/less welcoming to disabled graduates. The Destinations of Leavers from Higher Education survey can only ever provide a snapshot of any graduate's initial activity a mere six months after graduation. This may be about to change, however, with the introduction this year of a longitudinal survey, again conducted by HESA (though undertaken by an external organisation) targeting institutions' graduates three years on from completing their degree. Whilst the longer term survey will only seek to survey a relatively small cohort (10-20% of an institution's graduates) it will nevertheless provide a long awaited insight into the real benefits of a university degree for both disabled and non-disabled graduates.

In conclusion, this report once again firmly challenges the belief that disabled graduates are much more likely than their non disabled peers to either be unemployed or underemployed and whilst there is still little room for complacency (particularly with certain groups) these findings are worth celebrating. Perhaps the report's most valuable contribution, within the context of supporting disabled students in higher education and beyond, is as a reminder to this group, who may perhaps have suffered from both their own and others' negative beliefs about their potential within the labour market, that "yes, you can succeed".