



What Happens Next?

A Report on the First Destinations of 2006
Disabled Graduates

Disabilities Task Group
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1. Introduction

1.1 Context

In 2006 just over 188,000 full-time, first-degree students graduated from UK universities. Approximately 8% (14,895) of these students identified themselves, during the period of their studies, as having either a disability or a 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? Did particular occupations or sectors attract a higher proportion of disabled graduates? How many progressed into further study? 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 continues to challenge 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, 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, on 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. It is also valuable for 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 they 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' 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 more detailed data, based on different combinations of work and study, which the First Destination 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 standard occupational groupings (SOC). This is the fourth year of the DLHE survey. 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 coordinated 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 three AGCAS members have produced this report, in close consultation with the DTG. The DTG is committed to the provision of this data as an annual report.

This is the sixth 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. The 2005/6 survey (which formed the basis of last year's report) allowed us to compare current data with the previous 2 years. This year (2007) we can extend such comparisons by a further year.

1.5 What this report measured

The aim of the report was to see how the destinations of full-time disabled and non-disabled 2006 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 Disabled first degree full-time graduate numbers

- Total number of graduates (not including those listed as unclassified): 187,755
- Total number of non-disabled graduates: 172,860
- Total number of disabled graduates: 14,895
- Total of unclassified graduates (not known if disabled or non-disabled): 575
- The percentage of disabled graduates in 2006 from the total of all graduates with known classification: 7.9%

1.7 Disabled first degree full-time graduate numbers by specific disability

- Dyslexia : 8490
- Blind/Partially Sighted: 305
- Deaf / Hearing Impairment: 505
- Wheelchair User / Mobility Difficulties: 405
- Personal Care Support: 15
- Mental Health Difficulties: 455
- Autistic Spectrum Disorder: 40
- An Unseen Disability: 2560
- Multiple Disabilities 580
- A Disability Not Listed Above 1540

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 five. 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

Table 1: Destinations of Disabled Graduates Compared with Non-disabled Graduates

Activity	Non disabled	%	Disabled	%
Full-time paid work only (including self-employed)	94475	54.7	7485	50.3
Part-time paid work only	13820	8.0	1275	8.6
Voluntary/unpaid work only	1710	1.0	245	1.7
Work and further study	14485	8.4	1325	8.9
Further study only	27880	16.1	2265	15.2
Assumed to be unemployed	10675	6.2	1300	8.7
Not available for employment	7880	4.6	760	5.1
Other	1935	1.1	240	1.6
Total	172860	100.0	14895	100.0

2.1 Summary of Findings

This year's survey reveals a very positive year overall for disabled graduates as the above table illustrates. Gains have been made in all significant key destination areas.

- **50.3%** of disabled graduates were in full-time work, compared with **54.7%** of non-disabled graduates. This continues the positive trend of previous years which have seen the gap between the two cohorts' overall employment performance narrowing each year. Whilst figures for non-disabled graduates have remained relatively static since 2003 (**54.6%**), the number of disabled graduates entering employment has risen steadily from just **48.4%** in the same period.
- **8.6%** of disabled graduates were in part-time work (a rise from **8.0%** last year), compared with **8.0%** of non-disabled graduates.
- **8.9%** of disabled graduates were in work and further study, compared with **8.4%** of non-disabled graduates a figure consistent with previous years.
- **15.2%** of disabled graduates were in further study only, compared with **16.1%** of non-disabled graduates.
- **8.7%** of disabled graduates were assumed to be unemployed, compared with **6.2%** of non-disabled graduates. This represents an improvement for both groups on last year's figures (**8.9%** and **6.4%** respectively) and, significantly, marks the fourth year in succession of improved fortunes for disabled graduates in this regard.
- **5.1%** of disabled graduates were not available for employment, compared with **4.6%** of non-disabled graduates. This contrasts with a figure of **6.1%** in 2003 and 2004 and **5.8%** last year.

Figure 1: Destinations of 2006 Non-disabled Graduates

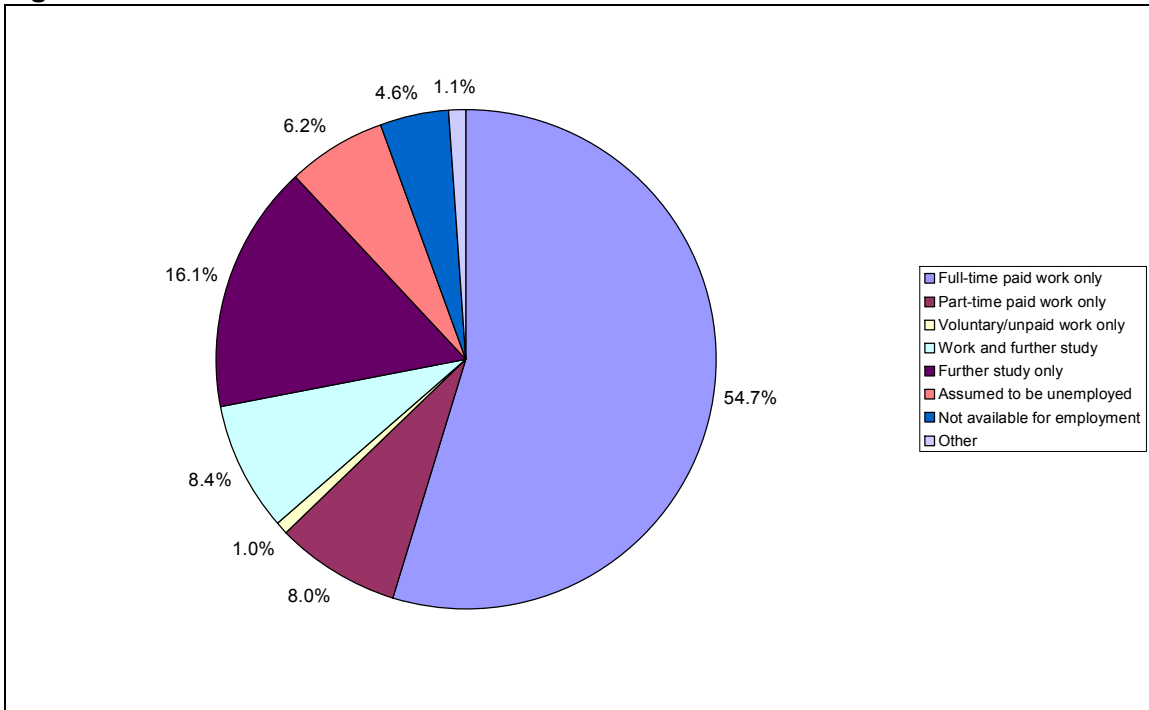
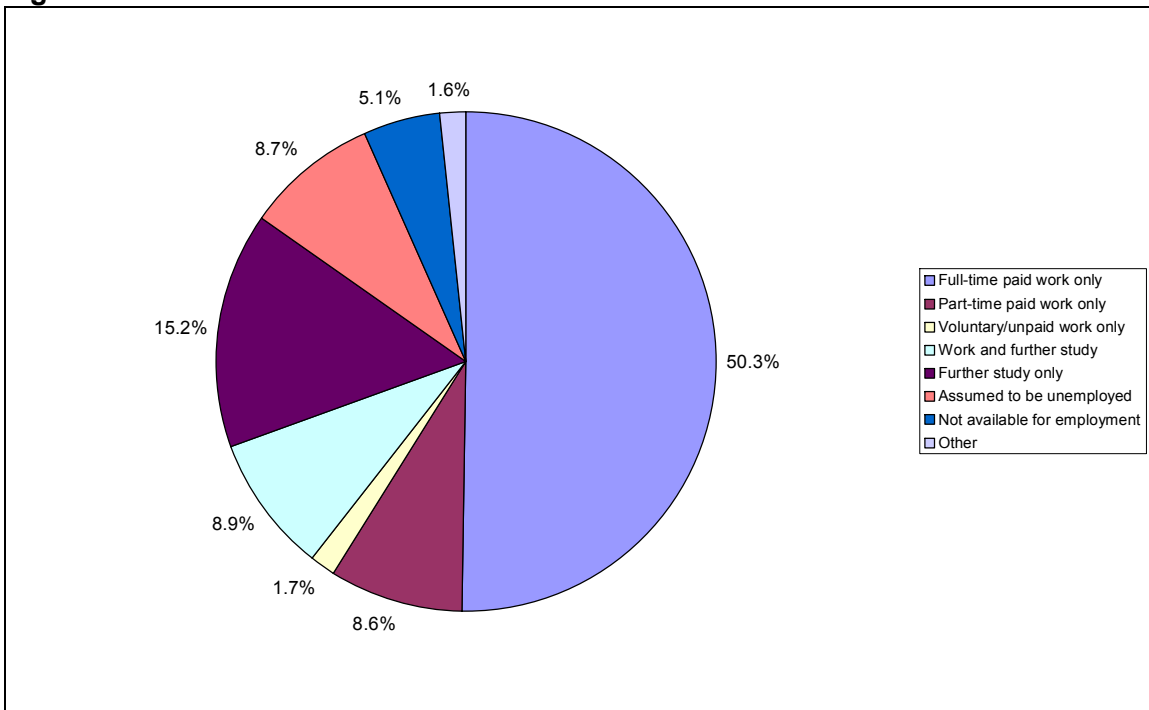


Figure 2: Destinations of 2006 Disabled Graduates



3. Standard Industrial Classification/Type of Employer

This section identifies the industries entered by 2006 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.

Table 2: Standard Industrial Classification

Standard Industrial Classification	Non disabled	%	Disabled	%
{A} Agriculture and forestry	485	0.4	85	0.8
{B} Fishing	20	0.0	0	0.0
{C} Mining and quarrying	660	0.5	55	0.5
{D} Manufacturing	8560	6.9	720	7.0
{E} Electricity, gas and water supply	1030	0.8	70	0.7
{F} Construction	2390	1.9	180	1.8
{G} Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods	15235	12.3	1195	11.6
{H} Hotels and restaurants	5370	4.3	470	4.6
{I} Transport, storage and communication	3965	3.2	305	2.9
{J} Financial activities	9175	7.4	570	5.5
{K} Property development, renting, business and research activities	24635	19.8	1945	18.9
{L} Public administration and defence; social security	7820	6.3	650	6.3
{M} Education	14075	11.3	1200	11.6
{N} Health and social work	21225	17.1	1660	16.1
{O} Other community, social and personal service activities	9435	7.6	1170	11.3
{P} Private households with employed persons	115	0.1	20	0.2
{Q} International organisations and bodies	95	0.1	15	0.1
Total	124295	100.0	10305	100.0
{R} Not known/Not applicable	48565		4590	
Grand Total	172860		14895	

- On the whole there was little difference in the types of industries that 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 previous surveys between 2003 and 2005.
- 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**. This mirrors the results from previous years.
- The most significant difference between the two groups, in terms of industries entered, appeared within **other community social and personal service activities** (identical with the three previous surveys). This group accounted for **11.3%** of disabled graduates and **7.6%** of non-disabled graduates.
- There were also significant differences in the numbers of graduates entering the **financial activities** sector, which accounted for **5.5%** 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.

- **8.1%** of disabled graduates entered the highest occupational grouping of management and administration, compared with **8.1%** of non-disabled graduates. Whereas last year disabled graduates entering this level of employment exceeded their non-disabled peers for the first time, this year sees the figures even out.
- **23.7%** of disabled graduates entered the second highest level grouping, professional occupations, compared with **26.9%** of non-disabled graduates. These figures illustrate a slight fall in the fortunes of disabled graduates this year (**25.7%** in 2005) whilst figures for non-disabled graduates in this category rose from last year (**22.7%**).
- There were higher percentages of disabled graduates entering associate professional and technical occupations (**32.7%**), compared with non-disabled graduates (**29.9%**) an improvement for both groups on 2005's survey.
- Proportionately fewer numbers of disabled graduates entered clerical and secretarial occupations – **11.9%**, compared with **14.1%** of non-disabled graduates. This shows a fall for both groups this year, continuing a decline 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 (**6.4%**), compared with non-disabled graduates (**5.0%**). These figures almost match last year's findings.
- Almost identical percentages of disabled students (**9.9%**) entered sales occupations as non-disabled graduates (**9.8%**).

4.2 Graduate Level Occupations

Using a basic definition of 'graduate level' occupation as representing the first three SOC groups, we can compare the figures for each group entering graduate employment.

Table 3: Graduate Level Occupations

Graduate Level Occupations (SOCS 1,2,3)	2006	2005	2004	2003
Disabled	64.5	62.2	60.6	64.5
Non disabled	64.9	62.9	61.4	63.2

The fortunes of both groups improved this year, with the gap between the numbers of disabled and non-disabled graduates entering graduate level employment continuing to decline.

4.3 Standard Occupational Classification – Overall Findings

Figure 3: Destination of 2006 Non-disabled Graduates by SOC Codes

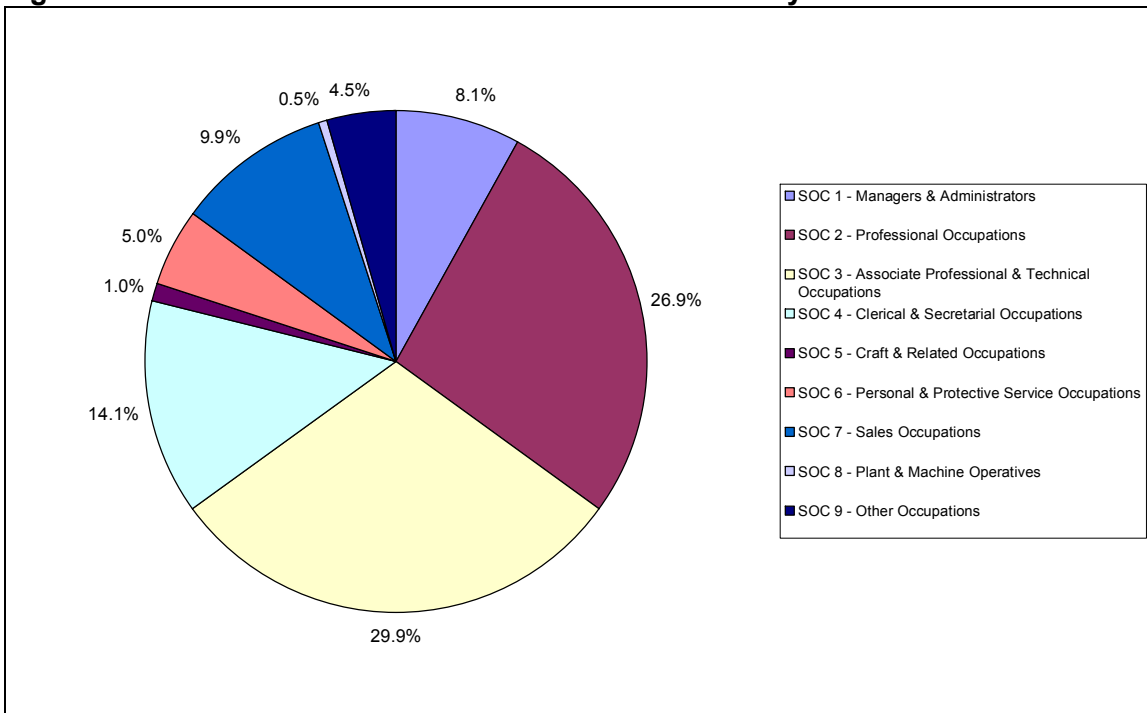
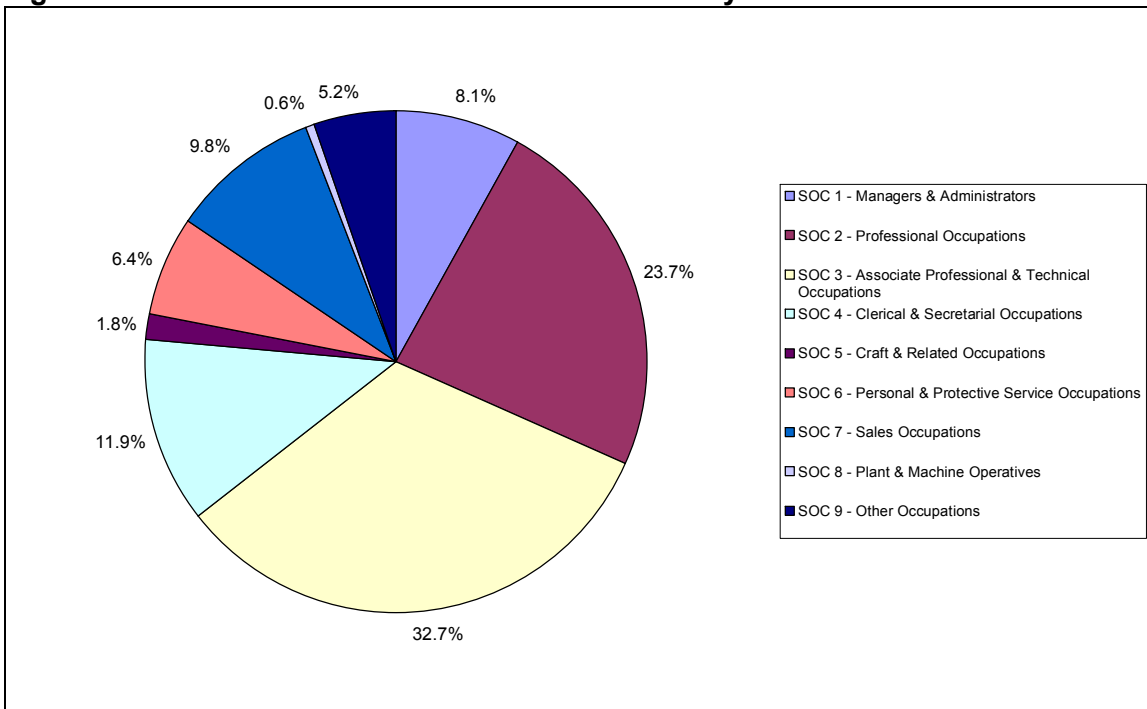


Figure 4: Destination of 2006 Disabled Graduates by SOC Codes



4.4 Standard Occupational Classification – SOC Group 1

Table 4: Standard Occupational Classification – SOC Group 1

Managers & Administrators	Non disabled	%	Disabled	%
111 Corporate managers and senior officials	160	0.1	20	0.2
112 Production managers	570	0.5	45	0.4
113 Functional managers	2440	2.0	190	1.9
114 Quality and customer care managers	275	0.2	20	0.2
115 Financial institution and office managers	1040	0.8	85	0.8
116 Managers in distribution, storage and retailing	1635	1.3	130	1.3
117 Protective service officers	350	0.3	25	0.2
118 Health and social services managers	210	0.2	15	0.1
121 Managers in farming, horticulture, forestry and fishing	120	0.1	15	0.2
122 Managers and proprietors in hospitality and leisure services	1620	1.3	140	1.3
123 Managers and proprietors in other service industries	1665	1.3	145	1.4
Total	10085	8.1	835	8.1

Key points for SOC group 1

- There was almost exact parity in the percentages of disabled graduates and non-disabled graduates entering varied work as **managers and administrators**. This reflects the results of previous surveys.

4.5 Standard Occupational Classification – SOC Group 2

Table 5: Standard Occupational Classification – SOC Group 2

Professional Occupations	Non disabled	%	Disabled	%
211 Science professionals	935	0.8	85	0.8
212 Engineering professionals	3910	3.1	320	3.1
213 Information and communication technology professionals	3525	2.8	295	2.9
221 Health professionals	7575	6.1	355	3.4
231 Teaching professionals	8875	7.1	685	6.6
232 Research professionals	1480	1.2	150	1.4
241 Legal professionals	295	0.2	15	0.1
242 Business and statistical professionals	3745	3.0	175	1.7
243 Architects, town planners, surveyors	1440	1.2	145	1.4
244 Public service professionals	1515	1.2	205	2.0
245 Librarians and related professionals	180	0.1	15	0.2
Total	33470	26.9	2445	23.7

Key Points for SOC Group 2

- A lower percentage of disabled graduates were employed in **professional occupations (23.7%)** compared to non-disabled graduates (**26.9%**), consistent 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, information and communication technology professionals and research professionals.**
- **3.4%** of disabled graduates entered **medical practitioners, psychologists, pharmacists, ophthalmic opticians, dental practitioners and veterinarian occupations**, compared with **6.1%** of non-disabled graduates representing an increase for both groups this year.
- Only **6.6%** of disabled graduates in employment entered **teaching**, compared with **7.1%** of non-disabled graduates, representing a decrease for disabled graduates against last year's survey (**7%**).

4.6 Standard Occupational Classification SOC Group 3

Table 6: Standard Occupational Classification SOC Group 3

Associate Professional & Technical Occupations	Non disabled	%	Disabled	%
311 Science and engineering technicians	1395	1.1	110	1.1
312 Draughtspersons and building inspectors	1040	0.8	115	1.1
313 IT service delivery occupations	1390	1.1	125	1.2
321 Health associate professionals	5340	4.3	355	3.4
322 Therapists	2040	1.6	220	2.2
323 Social welfare associate professionals	2250	1.8	290	2.8
331 Protective service occupations	490	0.4	35	0.3
341 Artistic and literary occupations	1840	1.5	270	2.6
342 Design associate professionals	2765	2.2	405	3.9
343 Media associate professionals	2470	2.0	275	2.6
344 Sports and fitness occupations	1280	1.0	135	1.3
351 Transport associate professionals	75	0.1	5	0.0
352 Legal associate professionals	685	0.5	40	0.4
353 Business and finance associate professionals	4770	3.8	330	3.2
354 Sales and related associate professionals	5705	4.6	395	3.8
355 Conservation associate professionals	300	0.2	35	0.3
356 Public service and other associate professionals	3320	2.7	235	2.3
Total	37155	29.9	3380	32.7

Key Points for SOC Group 3

- **32.7%** of employed disabled graduates entered associate **professional and technical occupations**, compared to **29.9%** 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 all three previous DLHE surveys.
- **3.9%** of disabled graduates entered employment as **design associate professionals**, compared to **2.2%** of non-disabled graduates, representing, as with last year, the largest divergence between the two groups in this category.
- A lower percentage of disabled graduates entered employment as **health associate professionals, i.e. nurses, midwives and related occupations (3.4%)**, than non-disabled graduates (**4.3%**).
- **2.8%** of disabled graduates entered employment as **youth and community workers, housing and welfare officers**, compared with only **1.8%** of non-disabled graduates.
- **2.6%** 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, a gap that has widened since last year.

4.7 Standard Occupational Classification SOC Group 4

Table 7: Standard Occupational Classification SOC Group 4

Clerical & Secretarial Occupations	Non disabled	%	Disabled	%
411 Administrative occupations: Government and related organisations	1695	1.4	115	1.1
412 Administrative occupations: Finance	3570	2.9	190	1.8
413 Administrative occupations: Records	3430	2.8	255	2.5
414 Administrative occupations: Communications	215	0.2	15	0.2
415 Administrative occupations: General	6300	5.1	450	4.3
421 Secretarial and related occupations	2365	1.9	195	1.9
Total	17570	14.1	1225	11.9

Key points for SOC Group 4

- Overall, **11.9%** of employed disabled graduates entered **clerical and secretarial occupations**, compared to **14.1%** of non-disabled graduates continuing a steady decrease for both groups since 2003. Overall, figures in each category are consistent with previous 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 (1.8%)** than non-disabled graduates (**2.9%**).
- A lower percentage of employed disabled graduates entered **civil service executive officer, administrative officers and assistants in local and national government and non-governmental organisations (1.1%)** than non-disabled graduates (**1.4%**).

4.8 Standard Occupational Classification SOC Groups 5, 6, 7, 8, 9

Table 8: Standard Occupational Classification SOC Group 5

Craft & Related Occupations	Non disabled	%	Disabled	%
511 Agricultural trades	180	0.1	35	0.3
521 Metal forming, welding and related trades	15	0.0	5	0.0
522 Metal machining, fitting and instrument making trades	65	0.1	10	0.1
523 Vehicle trades	25	0.0	0	0.0
524 Electrical trades	200	0.2	20	0.2
531 Construction trades	195	0.2	30	0.3
532 Building trades	40	0.0	5	0.0
541 Textiles and garments trades	45	0.0	15	0.2
542 Printing trades	60	0.0	10	0.1
543 Food preparation trades	300	0.2	30	0.3
549 Skilled trades not elsewhere classified	115	0.1	30	0.3
Total	1245	1.0	185	1.8

Table 9: Standard Occupational Classification SOC Group 6

Personal & Protective Service Occupations	Non disabled	%	Disabled	%
611 Healthcare and related personal services	1565	1.3	170	1.6
612 Childcare and related personal services	3180	2.6	325	3.1
613 Animal care services	245	0.2	15	0.1
621 Leisure and travel service occupations	1125	0.9	110	1.1
622 Hairdressers and related occupations	65	0.1	15	0.2
623 Housekeeping occupations	80	0.1	20	0.2
629 Personal services occupations not elsewhere classified	5	0.0	0	0.0
Total	6265	5.0	655	6.4

Table 10: Standard Occupational Classification SOC Group 7

Sales Occupations	Non disabled	%	Disabled	%
711 Sales assistants and retail cashiers	8395	6.8	735	7.1
712 Sales related occupations	735	0.6	50	0.5
721 Customer service occupations	3210	2.6	225	2.2
Total	12340	9.9	1005	9.8

Table 11: Standard Occupational Classification SOC Group 8

Plant & Machine Operatives	Non disabled	%	Disabled	%
811 Process operatives	100	0.1	5	0.1
812 Plant and machine operatives	35	0.0	5	0.1
813 Assemblers and routine operatives	185	0.1	15	0.2
814 Construction operatives	20	0.0	5	0.0
821 Transport drivers and operatives	265	0.2	25	0.3
822 Mobile machine drivers and operatives	20	0.0	0	0.0
Total	625	0.5	60	0.6

Table 12: Standard Occupational Classification SOC Group 9

Other Occupations	Non disabled	%	Disabled	%
911 Elementary agricultural occupations	80	0.1	15	0.1
912 Elementary construction occupations	190	0.2	20	0.2
913 Elementary process plant occupations	155	0.1	20	0.2
914 Elementary goods storage occupations	315	0.3	30	0.3
921 Elementary administration occupations	435	0.4	55	0.5
922 Elementary personal services occupations	3735	3.0	335	3.2
923 Elementary cleaning occupations	250	0.2	30	0.3
924 Elementary security occupations	275	0.2	20	0.2
925 Elementary sales occupations	185	0.1	10	0.1
SOC 9 - Other Occupations	5620	4.5	535	5.2
Total (All SOC)	124380	100.0	10325	100.0
Unknown/Not Applicable	48480		4570	
Grand Total	172860		14895	

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 (6.4%)** was higher than non-disabled graduates (**5.0%**).

There were higher percentages of employed disabled graduates working as **nursing assistants, ambulance staff, dental nurses and home carers (1.6%)** than non-disabled graduates (**1.3%**).

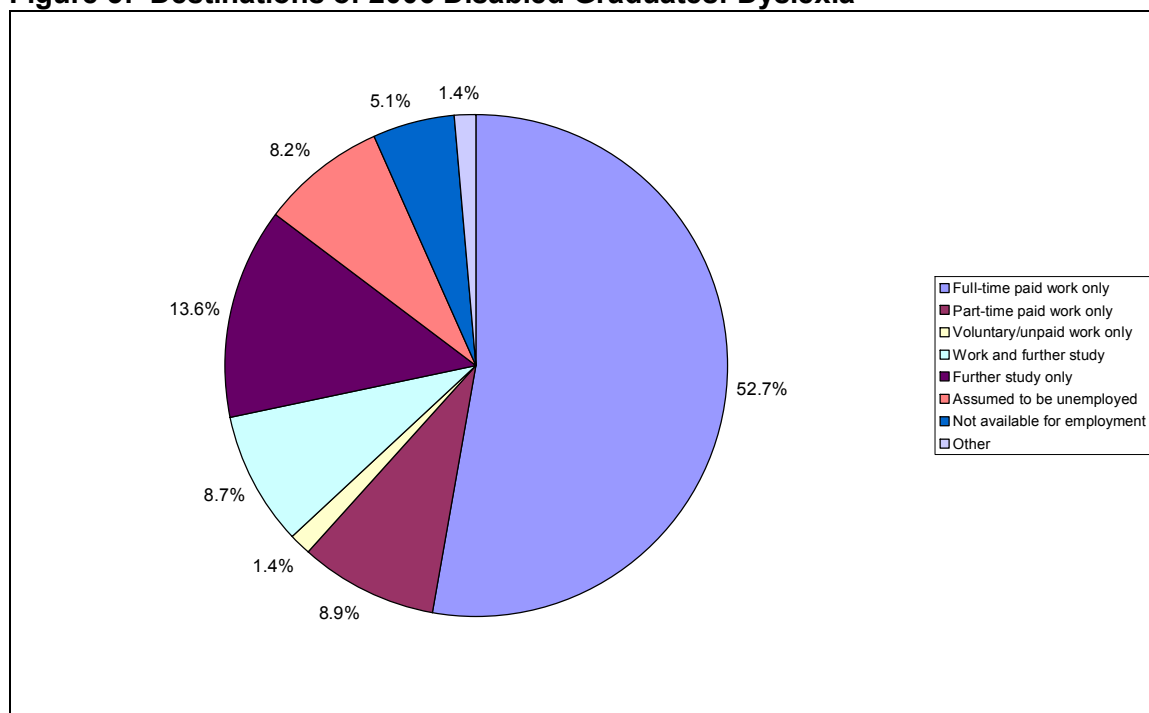
The percentage of employed disabled graduates working as **nursery nurses, childminders, playgroup assistants and educational assistants (3.1%)** was slightly higher than non-disabled graduates (**2.6%**).

There was parity in the number of employed disabled (**9.8%**) and non-disabled graduates (**9.9%**) working as **sales and retail assistants**. Although both groups showed a decrease from last year, these figures represent a significant increase for both groups since 2003, when only **4.9%** of both groups were working in these roles.

5 Destinations of Disabled Graduates by Disability

5.1 Dyslexia

Figure 5: Destinations of 2006 Disabled Graduates: Dyslexia

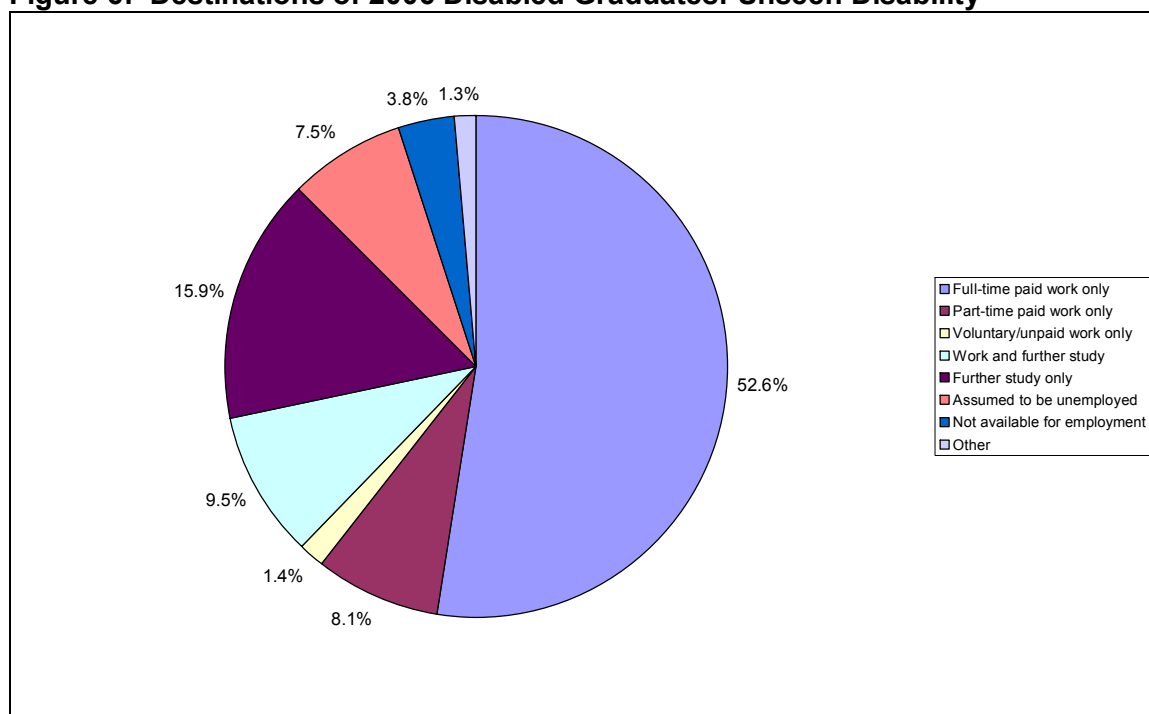


Key Findings

- **52.7%** of graduates with dyslexia entered full-time paid work only, compared with the overall figure of **50.3%** of disabled graduates and **54.7%** of non-disabled graduates, representing a slight improvement on the 2005 figure (**52.1%**)
- **13.6%** of graduates with dyslexia went on to further study only, compared with **15.2%** of disabled graduates overall and **16.1%** of non-disabled graduates.
- **8.2%** of graduates with dyslexia were assumed to be unemployed, compared with 8.7% of disabled graduates overall and **6.2%** of non-disabled graduates. This represented an improvement on the 2005 figure of **8.6%**.
- The most popular sector for dyslexic graduates was **property development, renting, business and research activities**, accounting for **19.3%** of this group, consistent with last year's **19.5%** and comparable with 2004's **18.3%**.
- **64.9%** of this group entered **graduate level occupations**, compared with **64.5%** of disabled graduates overall and **64.9%** of non-disabled graduates.
- **8.9%** of employed graduates with dyslexia entered **management and administration occupations**, a higher percentage than either disabled graduates overall (**8.1%**) or non-disabled graduates (**8.1%**), reflecting the outcomes of previous surveys (see appendix 1).
- The percentage of employed graduates with dyslexia entering **professional occupations** (**21.7%**) was lower than disabled graduates overall (**23.7%**) and non-disabled graduates (**26.9%**).
- **34.3%** of employed graduates with dyslexia entered **associate professional and technical occupations**, a higher percentage than both disabled graduates overall (**32.7%**) and non-disabled graduates (**29.9%**).
- **6.1%** of employed graduates with dyslexia entered **teaching occupations**, compared with **6.6%** of disabled graduates and **7.1%** of non-disabled graduates.
- A lower percentage of employed graduates with dyslexia (**2.5%**) entered **health professional occupations**, compared with non-disabled graduates (**6.1%**) and disabled graduates as a whole (**3.4%**).

5.2 Unseen Disability

Figure 6: Destinations of 2006 Disabled Graduates: Unseen Disability

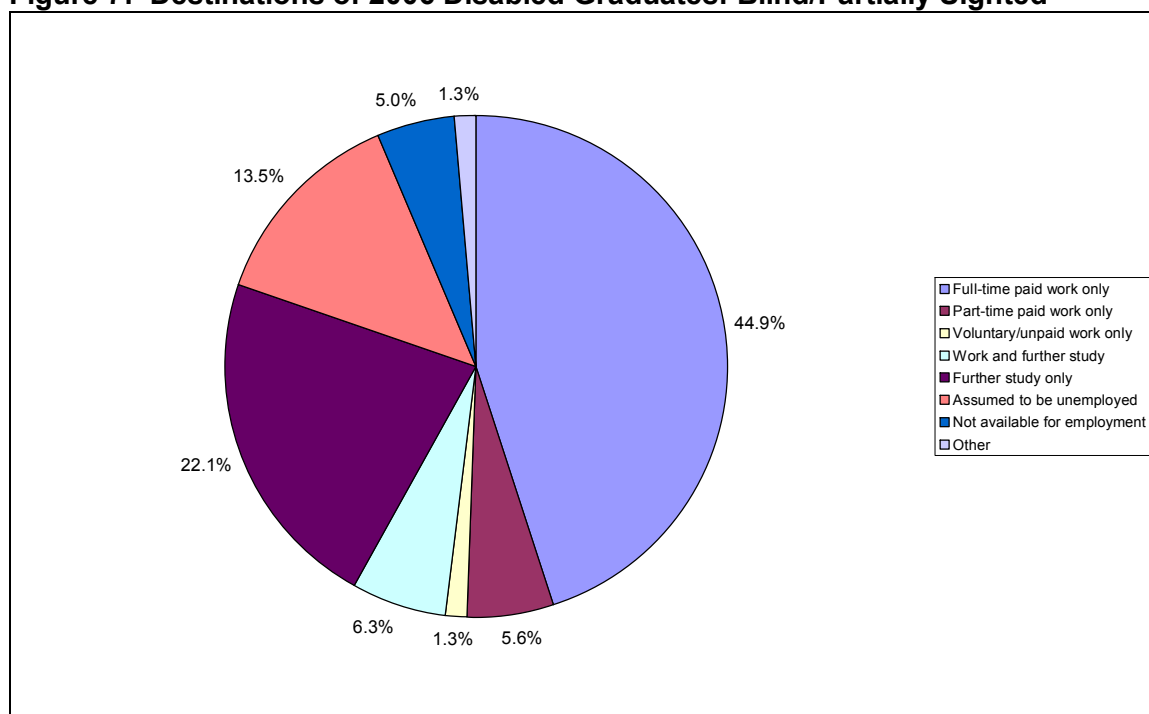


Key findings

- **52.6%** of graduates with an unseen disability were in full-time paid work only, compared with **50.3%** of disabled graduates overall and **54.7%** of non-disabled graduates, representing an improvement of nearly two percentage points on 2005's figure (**50.8%**).
- **15.9%** of graduates with an unseen disability were engaged in further study only (representing a significant drop from last year's **18.2%**), compared with **15.2%** of disabled graduates overall and **16.1%** of non-disabled graduates.
- **7.5%** (the same figure as last year) of graduates with an unseen disability were assumed to be unemployed, compared with **8.7%** of disabled graduates overall and **6.2%** of non-disabled graduates.
- The most popular sector for graduates with an unseen disability was **health and social work**, accounting for **18.7%** of this group, just ahead of the **18.5%** engaged in **property development, renting, business and research activities**.
- **64.4%** of this group entered **graduate level occupations**, compared with **64.5%** of disabled graduates overall and **64.9%** of non-disabled graduates.
- An impressive **27.3%** of this group entered **professional occupations**, compared with **23.7%** of disabled graduates overall and **26.9%** of non-disabled graduates, mirroring last year's survey.
- The percentage of employed graduates from this group who entered **management and administration occupations (6.8%)** was significantly lower than disabled graduates overall (**8.1%**) and non-disabled graduates (**8.1%**).
- **6.2%** (a significant increase on last year's **4.8%**) of employed graduates with an unseen disability entered **health professional occupations**, compared with **5.6%** of non-disabled graduates (**6.1%**) and considerably higher than for disabled graduates as a whole (**3.4%**).
- **7.3%** (a drop from last year's impressive **9.1%**) of employed graduates with an unseen disability entered **teaching occupations**, compared with **6.6%** of disabled graduates overall and **7.1%** of non-disabled graduates.

5.3 Blind/Partially Sighted

Figure 7: Destinations of 2006 Disabled Graduates: Blind/Partially Sighted

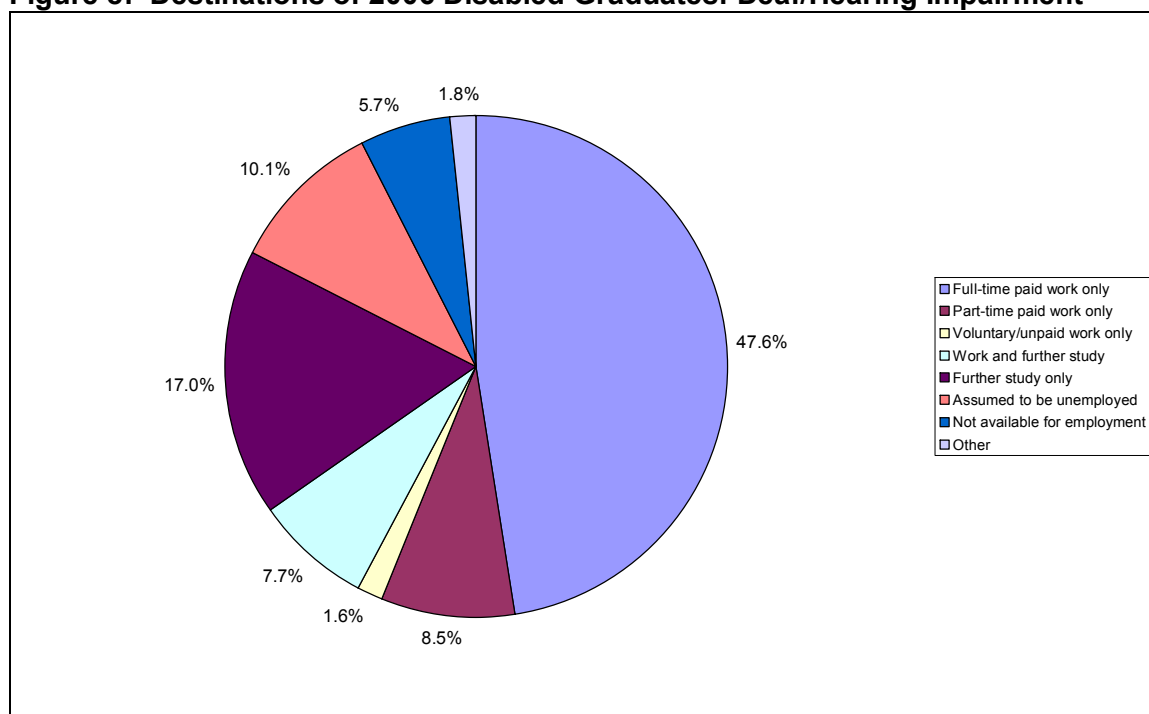


Key Findings

- **44.9%** (a significant increase on 2005's **39.2%** and also up on **42.5%** in 2004 and **43.7%** in 2003) of blind/partially sighted graduates entered full-time paid work only, compared with **50.3%** of disabled graduates overall and **54.7%** of non-disabled graduates.
- **22.1%** (the first decrease in the four years of the DLHE survey) of blind/partially sighted graduates entered further study only, compared with **15.2%** of disabled graduates overall and **16.0%** of non-disabled graduates.
- **13.5%** (a slight increase from **13.4%** in 2005 and **11.1%** in 2004) of blind/partially sighted graduates were assumed to be unemployed, compared with **8.7%** of disabled graduates overall and **6.2%** of non-disabled graduates.
- The most popular sector for blind/partially sighted graduates was **property development, renting, business and research activities**, accounting for **22.7%** of graduates in this group, a significant increase on last year's **18.1%** but consistent with 2004's **21.3%**.
- **64.2%** of this group entered **graduate level occupations**, compared with **64.5%** of disabled graduates overall and **64.9%** of non-disabled graduates (see appendix 1).
- Only **4.5%** of blind/partially sighted graduates entered **management and administration occupations**, compared with **8.1%** of disabled graduates overall and **8.1%** of non-disabled graduates. This represents a slight increase on the 2005 figure of **4.1%**, but is still some way off the figures of **8.4%** in 2004 and **8.8%** in 2003.
- **6.3%** of employed blind/partially sighted graduates entered **teaching occupations** (a decrease from 2005's **7.6%**), compared with **6.6%** of disabled graduates overall and **7.1%** of non-disabled graduates.
- Only **3.4%** of employed blind/partially sighted graduates entered **health professional occupations**, compared with **6.1%** of non-disabled graduates, though this is consistent with the figure for disabled graduates as a whole (**3.4%**). Whilst this represents a drop from 2005's **4.1%** it is still higher than figures for previous years: 2004 (**2.5%**) and 2003 (**1.6%**).

5.4 Deaf/Hearing Impairment

Figure 8: Destinations of 2006 Disabled Graduates: Deaf/Hearing Impairment

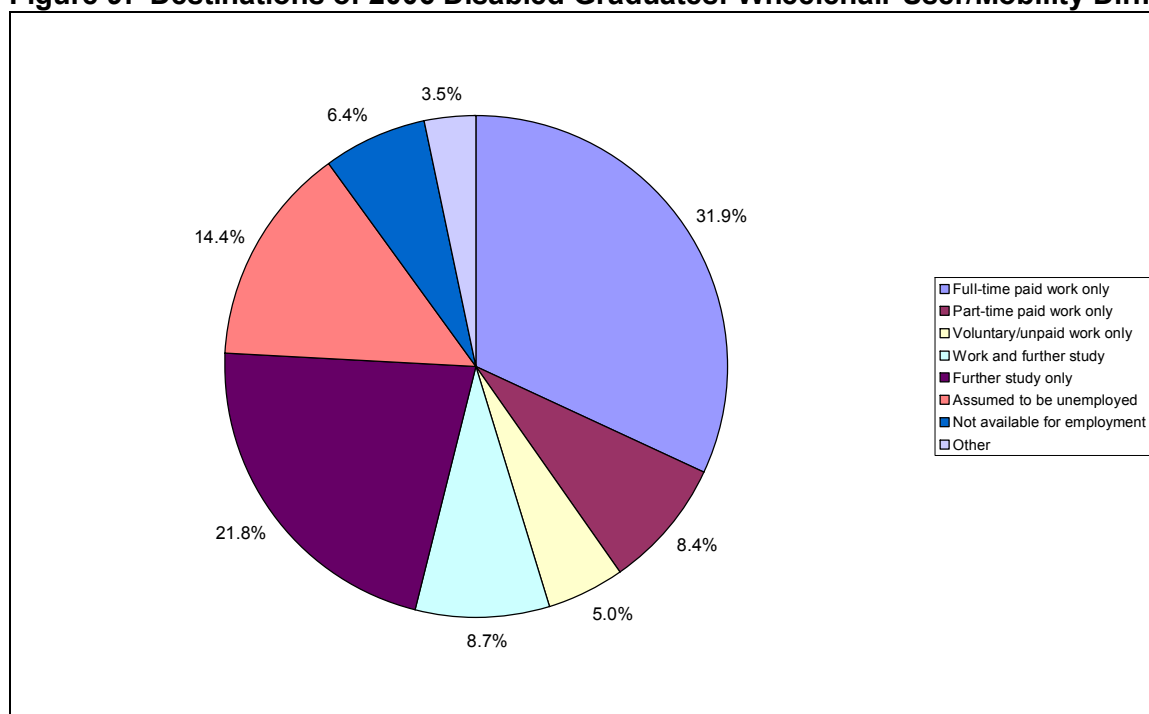


Key Findings

- **47.6%** of deaf/hearing impaired graduates entered full-time paid work only, compared with **50.3%** of disabled graduates overall and **54.7%** of non-disabled graduates. This represents a slight drop for this group from last year's **48.0%**.
- **17.0%** of deaf/hearing impaired graduates entered further study only, compared with **15.2%** of disabled graduates overall and **16.0%** of non-disabled graduates. This is an increase on last year's figure of **15.0%**.
- **10.1%** (a welcome decrease from last year's **11.3%**) of deaf/hearing impaired graduates were assumed to be unemployed, compared with **8.7%** of disabled graduates overall and **6.2%** of non-disabled graduates.
- The most popular sector for deaf/hearing impaired graduates was **property development, renting, business and research activities**, accounting for **21.8%** of this group, a contrast to last year when **health and social work** was the most popular sector.
- **68.6%** of this group, the highest percentage of any category, entered **graduate level occupations**, compared with **64.5%** of disabled graduates overall and **64.9%** of non-disabled graduates (see appendix 1).
- **9.7%** of this group entered **management and administration occupations**, the highest percentage of any group, compared with **8.1%** of both disabled and non-disabled graduates. This also marked an improvement on last year's figure of **8.9%**.
- **27.5%** of employed deaf/hearing impaired graduates entered **professional occupations**, compared with **23.7%** of disabled graduates overall and **26.9%** of non-disabled graduates. This marked an improvement on last year's figure of **25.4%**.
- **7.6%** (the same figure as last year) of employed deaf/hearing impaired graduates entered **teaching occupations**, compared with **6.6%** of disabled graduates overall and **7.1%** of non-disabled graduates.
- Only **3.6%** of employed deaf/hearing impaired graduates entered **health occupations**, compared with non-disabled graduates (**6.1%**) and disabled graduates as a whole (**3.4%**). This marked a decrease on **4.6%** in 2005.

5.5 Wheelchair User/Mobility Difficulties

Figure 9: Destinations of 2006 Disabled Graduates: Wheelchair User/Mobility Difficulties

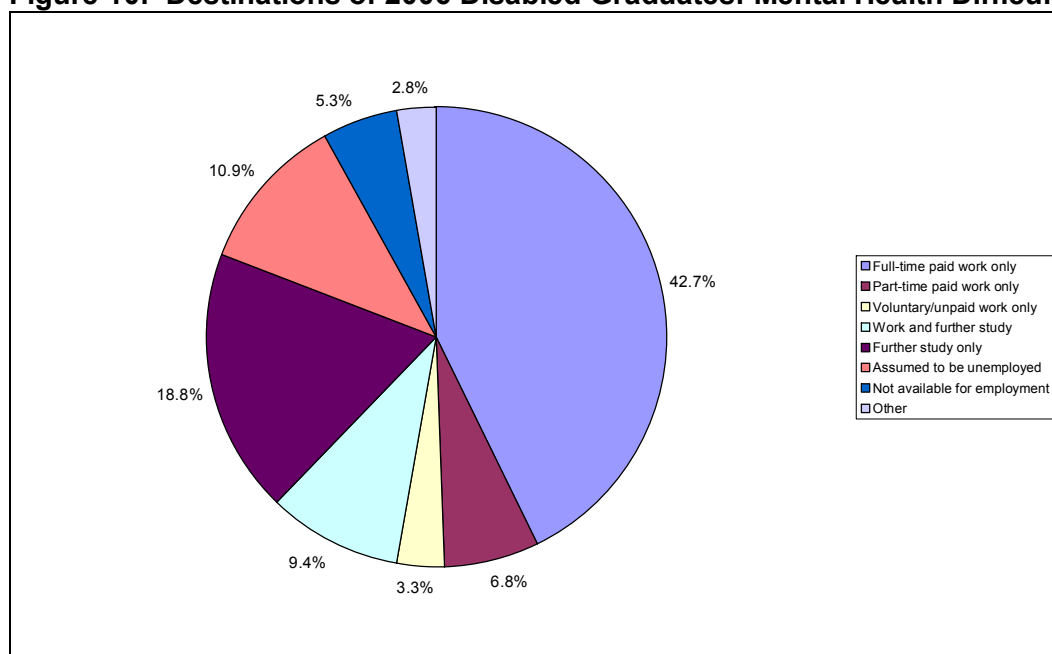


Key Findings

- Only **31.9%** of graduates who are wheelchair users/have mobility difficulties were in full-time paid work only, compared with **50.3%** of disabled graduates overall and **54.7%** of non-disabled graduates. This represents a significant drop from last year's highest ever figure of **41.6%**.
- **21.8%** (an increase from last year's **20.1%**) were in further study only, compared with **15.2%** of disabled graduates overall and **16.0%** of non-disabled graduates.
- **14.4%** (a significant increase on last year's **11.0%**) were assumed to be unemployed, the highest total of any group, compared with **8.7%** of disabled graduates overall and **6.2%** of non-disabled graduates.
- **6.4%** of this group, compared with last year's **8.8%**, were not available for employment, compared with **5.1%** of disabled graduates overall and **4.6%** of non-disabled graduates.
- The most popular sector for graduates who are wheelchair users/have mobility difficulties was once again **health and social work**, accounting for **20.3%** of this group.
- An impressive **67.6%** of this group entered **graduate level occupations**, compared with **64.5%** of disabled graduates overall and **64.9%** of non-disabled graduates (see appendix 1).
- Only **4.2%** of employed graduates from this group entered **management and administration occupations**, compared with **8.1%** of both disabled graduates overall and non-disabled graduates. This represents a significant drop on last year's figure of **7.1%**.
- **27.8%** of this group entered **professional occupations**, compared with **23.7%** of disabled graduates overall and **26.9%** of non-disabled graduates.
- **8.8%** of employed graduates from this group entered **teaching occupations**, compared with **6.6%** of disabled graduates overall and **7.1%** of non-disabled graduates.
- **5.6%** of this group entered **health profession occupations**, an increase on last year's **4.6%**, compared with non-disabled graduates (**6.1%**) and disabled graduates as a whole (**3.4%**).

5.6 Mental Health Difficulties

Figure 10: Destinations of 2006 Disabled Graduates: Mental Health Difficulties



Key Findings

- **42.7%** of graduates with mental health difficulties were in full-time paid work only, compared with **50.3%** of disabled graduates overall and **54.7%** of non-disabled graduates. This represents a significant increase on last year's figure of **36.7%** and is just below 2004's highest ever figure of **42.9%**.
- **18.8%** of graduates with mental health difficulties were in further study only compared with **15.2%** of disabled graduates overall and **16.0%** of non-disabled graduates. This is a significant drop on last year's figure of **24.8%**, at the time a significant increase on previous years.
- **10.9%** of graduates with mental health difficulties were assumed to be unemployed compared with **8.7%** of disabled graduates overall and **6.2%** of non-disabled graduates. Whilst this marks only a slight improvement on last year's **11.0%**, it is nonetheless the lowest unemployment figure yet for this group in the four years of the DLHE survey, compared with a peak of **15.5%** in 2003.
- The most popular sector for graduates with mental health difficulties was **health and social work**, accounting for **19.4%** of this group.
- Only **54.8%** of this group, by far the lowest percentage, entered **graduate level occupations**, compared with **64.5%** of disabled graduates overall and **64.9%** of non-disabled graduates (see appendix 1).
- **7.1%** of employed graduates with mental health difficulties entered **management and administration**, a slight drop on last year's **7.6%**, compared with **8.1%** of both disabled graduates overall and non-disabled graduates.
- **18.0%** (a drop from last year's **19.8%**) of employed graduates with mental health difficulties entered **professional occupations**, compared with **23.7%** of disabled graduates overall and **26.9%** of non-disabled graduates.
- **4.6%** (a slight improvement on 2005's **4.5%**) of employed graduates with mental health difficulties entered **teaching occupations**, compared with **6.6%** of disabled graduates overall and **7.1%** of non-disabled graduates.
- Only **3.2%** of employed graduates with mental health difficulties entered **health professional occupations**, compared with non-disabled graduates (**6.1%**) and disabled graduates as a whole (**3.4%**).

6. Conclusions

This year has been a particularly positive one for disabled graduates, with figures for both disabled graduates overall and those categorised by their specific disability demonstrating significant improvements across the board. The gap between groups of disabled and non-disabled graduates entering employment narrowed again this year to just **4.4%**. The number of unemployed disabled graduates fell to just **8.7%**. Encouragingly, the numbers of disabled graduates entering 'graduate level' employment increased to **64.5%**, less than half a percentage point behind non-disabled graduates at **64.9%**. In fact, this year a higher percentage of disabled graduates (**32.7%**) entered associate professional & technical occupations than non-disabled graduates (**29.9%**), whilst the percentages entering employment as managers and administrators were identical. Elsewhere there was consistency between the types of industry and occupations that both sets of graduates entered.

In terms of individual disability, graduates with non-visible disabilities continued to perform better than graduates with more visible/apparent physical and mental health disabilities. There were exceptions to this, of course, with deaf/hard of hearing graduates achieving the highest percentage of any graduate group, disabled or non-disabled, entering 'graduate level' employment, with wheelchair user/mobility difficulties close behind. However, the outcomes for these two groups, blind/partially sighted graduates and those with mental health difficulties were in some respects less positive. Despite their high proportion of graduate level employment, wheelchair users/mobility difficulties graduates exhibited the lowest percentage of graduates entering full-time employment and the highest level of unemployment. In the case of graduates with mental health difficulties, only **54.8%** entered 'graduate level' employment, a full ten percentage points less than non-disabled graduates.

In the main, there was consistency with previous surveys, with only a few notable quirks emerging; the dramatic increase from 2005 in the number of graduates with mental health difficulties entering full-time employment (though interestingly, this year's figure is not as high as in the 2004 survey); and the aforementioned decrease for those graduates entering full-time employment who are wheelchair users or have mobility difficulties (down almost ten percentage points!). However, clearly this was a good year overall for disabled graduates and it is hoped that this trend will continue with the 2007 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. However, with the introduction last year of a longitudinal survey, again conducted by HESA (though undertaken by an external organisation) targeting institutions' graduates three and a half years on from completing their degree, it may be possible to provide more substantive insights into the real benefits of a university degree for both disabled and non-disabled graduates. Further research of this type would be welcome.

In conclusion, this report once again presents a far more positive picture for disabled graduates than is sometimes imagined. Whilst there is still little room for complacency, particularly with certain groups, these findings are worth celebrating. The message that disabled graduates do succeed in the graduate labour market is one that cannot be communicated too often.

Appendix

Table 13: Standard Occupational Classification by Disability

	No known disability	Disabled	Dyslexia	An unseen disability, e.g. diabetes, epilepsy, asthma.	Blind/are partially sighted	Deaf/hearing impairment	Wheelchair user/have mobility difficulties	Mental health difficulties
SOC 1 - Managers & Administrators	8.1	8.1	8.9	6.8	4.5	9.7	4.2	7.1
SOC 2 - Professional Occupations	26.9	23.7	21.7	27.3	30.7	27.5	27.8	18.0
SOC 3 - Associate Professional & Technical Occupations	29.9	32.7	34.3	30.3	29.0	31.4	35.6	29.7
SOC 4 - Clerical & Secretarial Occupations	14.1	11.9	10.4	13.8	16.5	12.1	13.0	15.9
SOC 5 - Craft & Related Occupations	1.0	1.8	2.2	1.4	1.1	0.9	0.0	2.5
SOC 6 - Personal & Protective Service Occupations	5.0	6.4	6.2	5.6	7.4	3.9	7.9	10.2
SOC 7 - Sales Occupations	9.9	9.8	9.6	10.4	8.5	10.9	7.9	13.1
SOC 8 - Plant & Machine Operatives	0.5	0.6	0.8	0.4	0.0	0.6	0.0	0.0
SOC 9 - Other Occupations	4.5	5.2	5.9	4.0	2.3	3.0	3.7	3.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Graduate (SOC 1-3)	64.9	64.5	64.9	64.4	64.2	68.6	67.6	54.8
Non-graduate (SOC 4-9)	35.1	35.5	35.1	35.6	35.8	31.4	32.4	45.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0