



# **What Happens Next?**

A Report on the First Destinations of 2007  
Disabled Graduates

Disabilities Task Group  
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## A Report on the First Destinations of 2007 Graduates with Disabilities

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## **1. Introduction**

### **1.1 Context**

In 2007 just under 190,000 full-time, first degree students graduated from UK universities. Of this number almost 9% (16,435) identified themselves, during the period of their studies, 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? Did particular occupations or sectors attract a higher proportion of disabled graduates? 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 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 provided 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 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 fifth year of the DLHE survey and any comparisons with 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 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 seventh 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 was the first to allow us to compare current data with the previous 2 years. This year (2008) we can extend such comparisons by a further year.

## **1.5 Impact of the report**

Since the report's first publication, back in 2003, it has attracted significant interest from all parties committed to supporting disabled graduates, including the wide range of specialist organisations offering valuable help to disabled people generally. The report has provided, for the first time, hard evidence of the impact of disability on a graduate's employment prospects. In 2008 the report was praised by the Secretary of State and members of the Disability Task Group were subsequently invited to each of the main political party conferences to both share and discuss the findings of the report.

## **1.6 What this report measured**

The aim of the report was to see how the destinations of full-time disabled and non-disabled 2007 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. For the first time this year we looked at how graduate earnings compared and also at the numbers of graduates entering self employment.

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.

## **1.7 Number of disabled first degree full-time graduates in 2007**

- Total number of graduates (not including those listed as unclassified): 189,510 (the equivalent figure for 2006 was 187,755)
- Total number of non-disabled graduates: 173,070 (172,860)
- Total number of disabled graduates: 16,435 (14,895)
- Total of unclassified graduates (not known if disabled or non-disabled): 880 (575)
- The percentage of disabled graduates in 2007 from the total of all graduates with known classification: 8.7% (for 2006 the figure was 7.9%)
- The number of disabled graduates increased by 1540 (a 10.3% rise) in just one year.

## **1.8 Numbers of disabled first degree full-time graduates by specific disability**

- Dyslexia : 9515 (2006 figure was 8490)
- Blind/Partially Sighted: 330 (305)
- Deaf/Hearing Impairment: 545 (505)
- Wheelchair User/Mobility Difficulties: 435 (405)
- Personal Care Support: 15 (15)
- Mental Health Difficulties: 590 (455)
- Autistic Spectrum Disorder: 90 (40)
- An Unseen Disability: 2715 (2560)
- Multiple Disabilities: 715 (580)
- A Disability Not Listed Above: 1485 (1540)
- The numbers of disabled graduates increased in almost all specific categories. The biggest percentage increases were seen amongst the autistic (125% rise), mental health (29.7%) and multiple disabilities (23.3%) groups.

## **1.9 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

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

Activity	Non disabled	%	Disabled	%
Full-time paid work only (including self-employed)	96170	55.6	8205	49.9
Part-time paid work only	13150	7.6	1340	8.2
Voluntary/unpaid work only	1705	1.0	275	1.7
Work and further study	15025	8.7	1450	8.8
Further study only	28030	16.2	2760	16.8
Assumed to be unemployed	9695	5.6	1275	7.8
Not available for employment	7325	4.2	865	5.3
Other	1975	1.1	265	1.6
Total	173070	100.0	16435	100.0

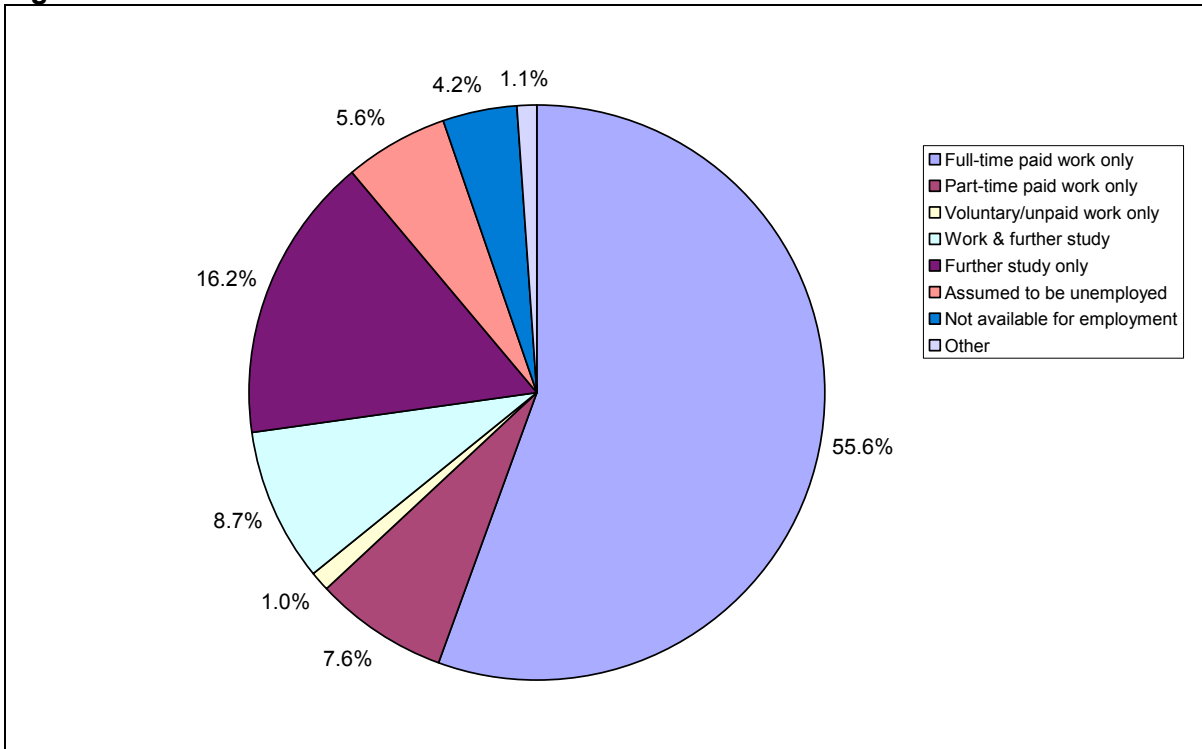
### 2.1 Summary of Findings

This year's survey reveals mixed fortunes for disabled graduates as the above table illustrates. While the numbers of those assumed to be unemployed has dropped once again the numbers engaged in both full-time and part-time employment has unfortunately also dropped, bucking the trend of recent years whereby the gap between non-disabled and disabled graduates in employment had continued to narrow. This year the gap once again began to expand.

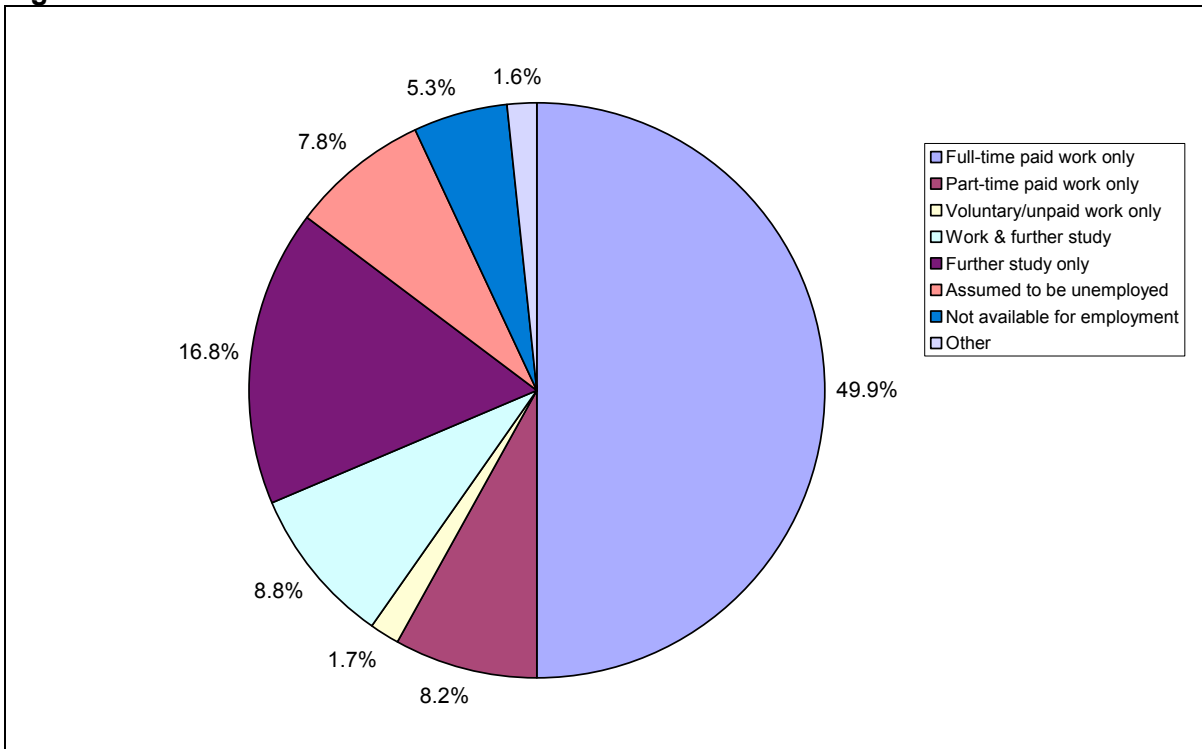
- **49.9%** of disabled graduates were in full-time work compared with **55.6%** of non-disabled graduates. This compares with **50.3%** and **54.7%** respectively last year. While figures for non-disabled graduates have remained relatively static since 2003 (**54.6%**) the number of disabled graduates entering employment had steadily been rising from **48.4%** in the same period. This year marks an unfortunate reversal of that trend.
- **8.2%** of disabled graduates were in part-time work (a fall from **8.6%** last year) compared with **7.6%** of non-disabled graduates.
- **8.8%** of disabled graduates were in work and further study compared with **8.7%** of non-disabled graduates a figure consistent with previous years.
- **16.8%** of disabled graduates were in further study only compared with **16.2%** of non-disabled graduates, marking an increase on last year's figure for disabled graduates of 15.2%.
- **7.8%** of disabled graduates were assumed to be unemployed compared with **5.6%** of non-disabled graduates. This represents an improvement for both groups on last year's figures (**8.7%** and **6.2%** respectively) and, significantly, marks the fifth year in succession of improved fortunes for disabled graduates in this regard.
- **5.3%** of disabled graduates were not available for employment compared with **4.2%** of non-disabled graduates. This contrasts with a figure of **5.1%** last year.
- **4.0%** of disabled graduates were self employed; a significantly higher proportion than the **2.3%** of non-disabled graduates, see Appendix 1.



**Figure 1: Destinations of 2007 Non-disabled Graduates**



**Figure 2: Destinations of 2007 Disabled Graduates**



### 3. Standard Industrial Classification/Type of Employer

This section identifies the industries entered by 2007 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	445	0.4	65	0.6
{B} Fishing	15	0.0	0	0.0
{C} Mining and quarrying	570	0.5	40	0.4
{D} Manufacturing	8440	6.7	760	6.8
{E} Electricity, gas and water supply	875	0.7	55	0.5
{F} Construction	2455	2.0	200	1.8
{G} Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods	15070	12.0	1295	11.5
{H} Hotels and restaurants	5040	4.0	465	4.1
{I} Transport, storage and communication	3695	2.9	295	2.6
{J} Financial activities	8935	7.1	605	5.4
{K} Property development, renting, business and research activities	25450	20.2	2220	19.8
{L} Public administration and defence; social security	7470	5.9	650	5.8
{M} Education	14455	11.5	1370	12.2
{N} Health and social work	22535	17.9	1900	16.9
{O} Other community, social and personal service activities	10085	8.0	1300	11.6
{P} Private households with employed persons	125	0.1	15	0.1
{Q} International organisations and bodies	120	0.1	10	0.1
Total	125780	100.0	11240	100.0
{R} Not known/Not applicable	47295		5195	
Grand Total	173070		16435	

- 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 previous surveys between 2003 and 2006.
- 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 previous years.
- 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 four previous surveys) accounting for **11.6%** of disabled graduates and **8.0%** of non-disabled graduates.
- There were also significant differences in the numbers of graduates entering the **financial activities** sector, accounting for **5.4%** of disabled graduates compared with **7.1%** 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 who disabled and non-disabled graduates found work.

- **7.9%** of disabled graduates entered the highest occupational grouping of **management and administration** compared with **7.9%** of non-disabled graduates. This represents a slight drop for both groups from last year when the same number (**8.1%**) entered this grouping.
- **24.3%** of disabled graduates entered the second highest level grouping, **professional occupations**, compared with **27.9%** of non-disabled graduates. These figures illustrate an increase for both groups on last year's total (**23.7%** and **26.9%** respectively).
- A higher percentage of disabled graduates entered **associate professional and technical occupations (33.6%)** compared with non-disabled graduates (**31.4%**), and both groups' proportions increased from the 2006 survey.
- Proportionately fewer numbers of disabled graduates entered **clerical and secretarial occupations – 12.0%** – compared with **13.0%** of non-disabled graduates. However, while the total of disabled graduates entering these professions rose slightly from last year's **11.9%** the figures for non-disabled graduates fell from **14.1%**, nonetheless continuing the decline seen 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 (**5.8%**) compared with non-disabled graduates (**4.9%**). These figures are consistent with previous years.
- Almost identical percentages of disabled students (**9.2%**) entered sales occupations as non-disabled graduates (**9.4%**), although this year reverses last year's figure when a slightly higher amount of disabled graduates entered this sector.

### 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.

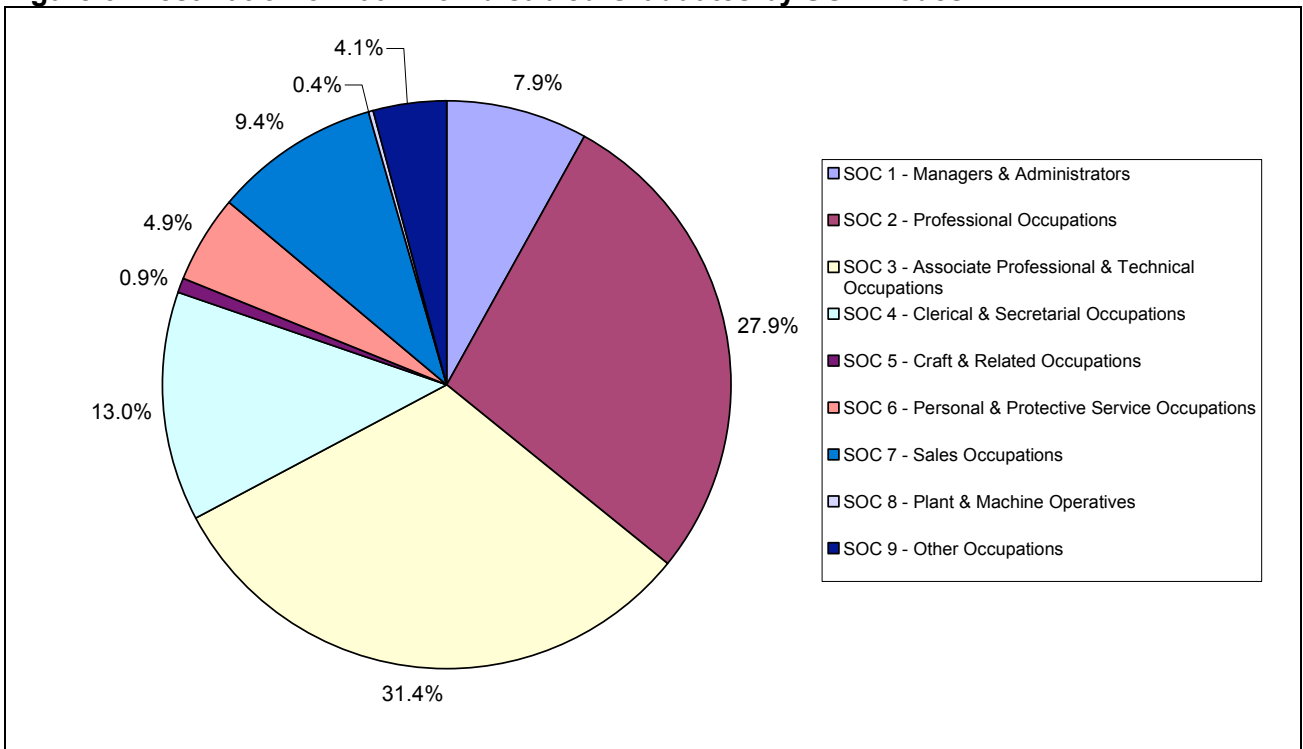
**Table 3: Graduate Level Occupations**

Graduate Level Occupations (SOCS 1,2,3)	2007	2006	2005	2004	2003
Disabled	65.8	64.5	62.2	60.6	64.5
Non disabled	67.2	64.9	62.9	61.4	63.2

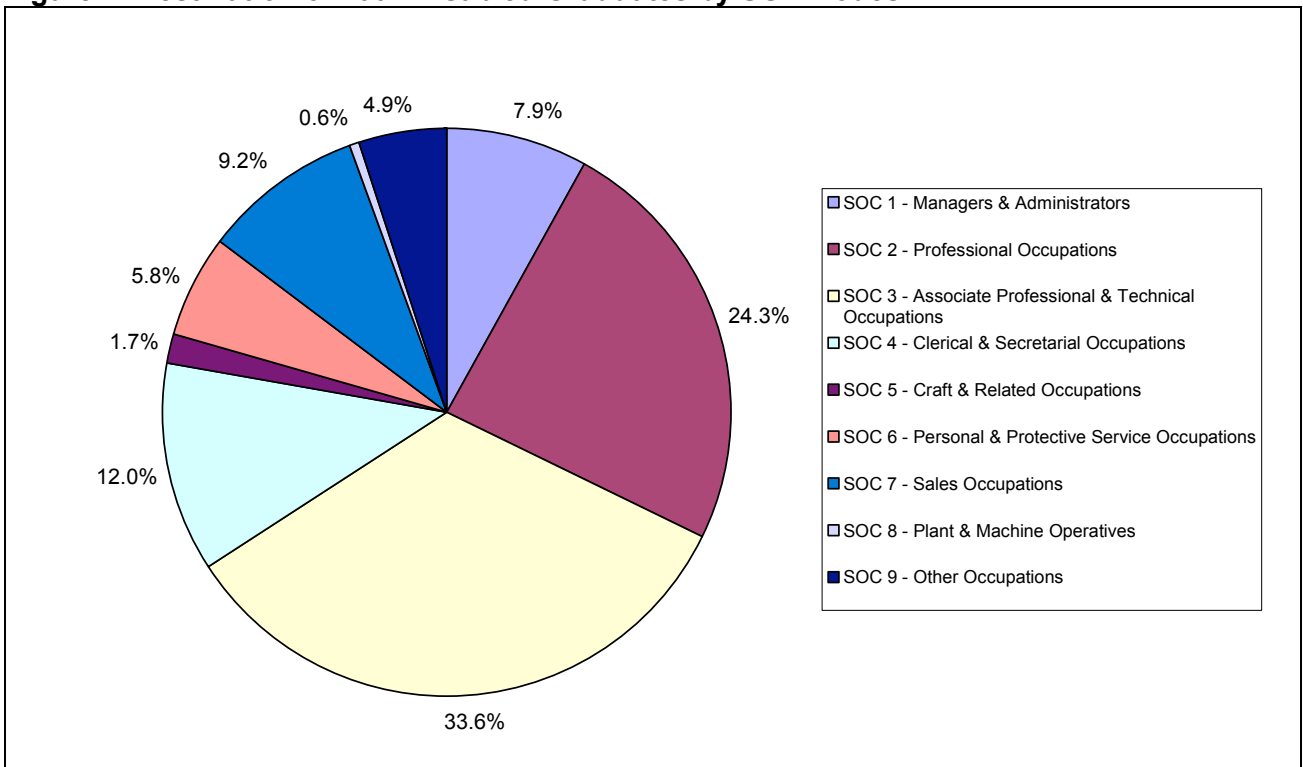
- The fortunes of both groups improved this year with the highest number of disabled graduates yet entering graduate level employment, although the gap between the numbers of both groups entering graduate jobs widened, following a period where the gap had narrowed significantly.

### 4.3 Standard Occupational Classification – Overall Findings

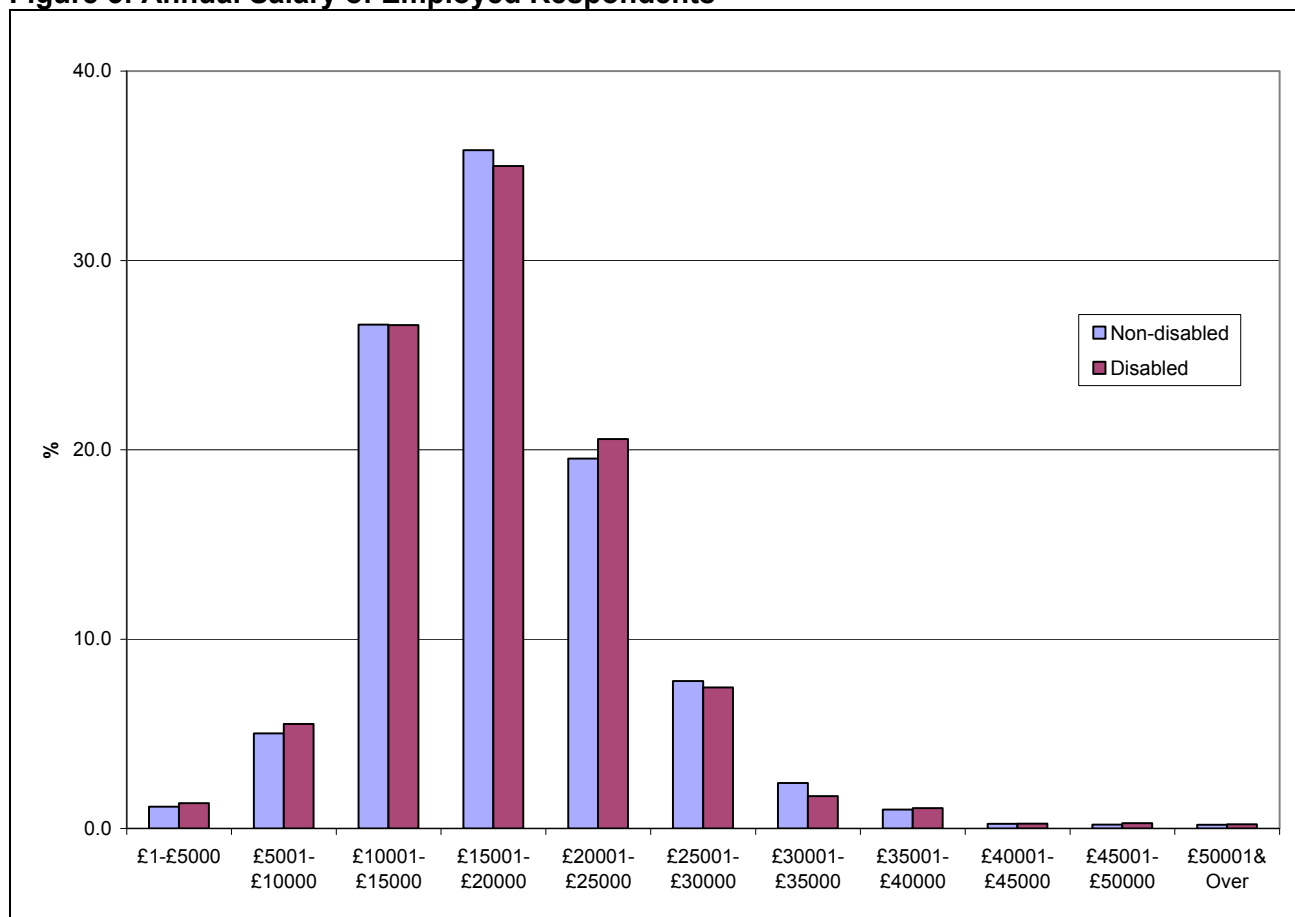
**Figure 3: Destination of 2007 Non-disabled Graduates by SOC Codes**



**Figure 4: Destination of 2007 Disabled Graduates by SOC Codes**



**Figure 5: Annual Salary of Employed Respondents**



#### 4.4 Annual Salary of Employed Respondents

For the first time this year the report examined the annual pro-rata salaries of employed graduates. As can be seen from the table above, the earnings of disabled graduates compare very well with their non-disabled peers, which perhaps is not surprising given the similarities between both groups in terms of occupational choice and level of employment. It should be noted, however, that the question on earnings was not a core question on the DLHE survey, and consequently was responded to by only 45.7% of eligible (i.e. employed) respondents.

#### 4.5 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	125	0.1	20	0.2
112 Production managers	655	0.5	70	0.6
113 Functional managers	2430	1.9	175	1.5
114 Quality and customer care managers	230	0.2	25	0.2
115 Financial institution and office managers	1015	0.8	75	0.6
116 Managers in distribution, storage and retailing	1705	1.4	135	1.2
117 Protective service officers	345	0.3	25	0.2
118 Health and social services managers	210	0.2	35	0.3
121 Managers in farming, horticulture, forestry and fishing	125	0.1	15	0.2
122 Managers and proprietors in hospitality and leisure services	1480	1.2	155	1.4
123 Managers and proprietors in other service industries	1650	1.3	165	1.5
<b>Total</b>	<b>9975</b>	<b>7.9</b>	<b>895</b>	<b>7.9</b>

#### 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** overall. This reflects the results of previous surveys.

#### 4.6 Standard Occupational Classification – SOC Group 2

**Table 5: Standard Occupational Classification – SOC Group 2**

Professional Occupations	Non disabled	%	Disabled	%
211 Science professionals	1030	0.8	90	0.8
212 Engineering professionals	4165	3.3	370	3.3
213 Information and communication technology professionals	3475	2.8	300	2.7
221 Health professionals	7495	6.0	410	3.7
231 Teaching professionals	9190	7.3	730	6.5
232 Research professionals	1505	1.2	155	1.4
241 Legal professionals	330	0.3	15	0.1
242 Business and statistical professionals	4110	3.3	195	1.7
243 Architects, town planners, surveyors	1710	1.4	185	1.6
244 Public service professionals	1955	1.6	260	2.3
245 Librarians and related professionals	200	0.2	25	0.2
<b>Total</b>	<b>35170</b>	<b>27.9</b>	<b>2730</b>	<b>24.3</b>

#### Key Points for SOC Group 2

- A lower percentage of disabled graduates were employed in **professional occupations (24.3%)** compared to non-disabled graduates (**27.9%**) consistent with the three previous surveys.
- Graduates with disabilities had higher percentages than their non-disabled peers in the occupations of **architects, town planners, quantity and chartered surveyors, public service professionals and research professionals.**
- **3.7%** of disabled graduates entered the professions of **medical practitioners, psychologists, pharmacists, ophthalmic opticians, dental practitioners and veterinarian occupations** compared with **6.0%** of non-disabled graduates, representing an increase for the former and a slight decrease for the latter group this year.
- Only **6.5%** of disabled graduates in employment entered teaching compared with **7.3%** of non-disabled graduates continuing a decrease for disabled graduates seen in the last two surveys against 2005's figure of **7%**.

#### 4.7 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	1540	1.2	140	1.2
312 Draughtspersons and building inspectors	1025	0.8	120	1.0
313 IT service delivery occupations	1210	1.0	115	1.0
321 Health associate professionals	5745	4.6	365	3.2
322 Therapists	2365	1.9	255	2.2
323 Social welfare associate professionals	2475	2.0	355	3.1
331 Protective service occupations	435	0.3	30	0.3
341 Artistic and literary occupations	2060	1.6	345	3.1
342 Design associate professionals	2915	2.3	455	4.0
343 Media associate professionals	2800	2.2	295	2.6
344 Sports and fitness occupations	1350	1.1	155	1.4
351 Transport associate professionals	70	0.1	10	0.1
352 Legal associate professionals	725	0.6	40	0.4
353 Business and finance associate professionals	5180	4.1	390	3.5
354 Sales and related associate professionals	5845	4.6	425	3.8
355 Conservation associate professionals	305	0.2	35	0.3
356 Public service and other associate professionals	3530	2.8	260	2.3
<b>Total</b>	<b>39570</b>	<b>31.4</b>	<b>3785</b>	<b>33.6</b>

- **33.6%** of employed disabled graduates entered **associate professional and technical occupations** compared to **31.4%** 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 four previous DLHE surveys.
- **4.0%** of disabled graduates entered employment as **design associate professionals** compared to **2.3%** of non-disabled graduates representing, as with previous years, 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 (3.2%)** than non-disabled graduates (**4.6%**), a slightly wider gap than seen last year.
- **3.1%** of disabled graduates entered employment as **youth and community workers, housing and welfare officers**, compared with only **2.0%** of non-disabled graduates.
- **3.1%** of disabled graduates entered employment as **artists, authors, writers, performing artists, dancers, musicians, producers, directors and other related occupations** compared with just **1.6%** of non-disabled graduates, a gap that has again widened since last year.



#### 4.8 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	1400	1.1	125	1.1
412 Administrative occupations: Finance	3320	2.6	205	1.8
413 Administrative occupations: Records	3140	2.5	245	2.2
414 Administrative occupations: Communications	225	0.2	20	0.2
415 Administrative occupations: General	5825	4.6	510	4.5
421 Secretarial and related occupations	2425	1.9	250	2.2
<b>Total</b>	<b>16330</b>	<b>13.0</b>	<b>1350</b>	<b>12.0</b>

#### Key points for SOC Group 4

- Overall **12.0%** of employed disabled graduates entered **clerical and secretarial occupations** compared to **13.0%** of non-disabled graduates, representing a slight increase on last year's total of **11.9%** for disabled graduates following a period of decline for both groups in this category. The figure for non-disabled graduates, however, continued this steady decrease from **14.1%** last year.
- 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 (**2.6%**).
- The same percentage of employed disabled graduates entered careers as **civil service executive officers, administrative officers and assistants in local and national government and non-governmental organisations (1.1%)**.

#### 4.9 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	165	0.1	30	0.3
521 Metal forming, welding and related trades	10	0.0	10	0.1
522 Metal machining, fitting and instrument making trades	50	0.0	5	0.0
523 Vehicle trades	30	0.0	5	0.1
524 Electrical trades	150	0.1	20	0.2
531 Construction trades	155	0.1	20	0.2
532 Building trades	55	0.0	5	0.1
541 Textiles and garments trades	55	0.0	20	0.2
542 Printing trades	60	0.0	5	0.1
543 Food preparation trades	300	0.2	40	0.3
549 Skilled trades not elsewhere classified	115	0.1	30	0.3
<b>Total</b>	<b>1140</b>	<b>0.9</b>	<b>195</b>	<b>1.7</b>

**Table 9: Standard Occupational Classification – SOC Group 6**

Personal & Protective Service Occupations	Non disabled	%	Disabled	%
611 Healthcare and related personal services	1465	1.2	180	1.6
612 Childcare and related personal services	3230	2.6	320	2.8
613 Animal care services	235	0.2	25	0.2
621 Leisure and travel service occupations	1005	0.8	100	0.9
622 Hairdressers and related occupations	100	0.1	15	0.1
623 Housekeeping occupations	75	0.1	15	0.1
629 Personal services occupations not elsewhere classified	5	0.0	0	0.0
<b>Total</b>	<b>6120</b>	<b>4.9</b>	<b>655</b>	<b>5.8</b>

**Table 10: Standard Occupational Classification – SOC Group 7**

Sales Occupations	Non disabled	%	Disabled	%
711 Sales assistants and retail cashiers	8150	6.5	735	6.5
712 Sales related occupations	700	0.6	60	0.6
721 Customer service occupations	2995	2.4	240	2.1
<b>Total</b>	<b>11845</b>	<b>9.4</b>	<b>1040</b>	<b>9.2</b>

**Table 11: Standard Occupational Classification – SOC Group 8**

Plant & Machine Operatives	Non disabled	%	Disabled	%
811 Process operatives	75	0.1	5	0.1
812 Plant and machine operatives	40	0.0	5	0.0
813 Assemblers and routine operatives	160	0.1	25	0.2
814 Construction operatives	30	0.0	0	0.0
821 Transport drivers and operatives	240	0.2	30	0.2
822 Mobile machine drivers and operatives	20	0.0	0	0.0
<b>Total</b>	<b>560</b>	<b>0.4</b>	<b>65</b>	<b>0.6</b>

**Table 12: Standard Occupational Classification – SOC Group 9**

Other Occupations	Non disabled	%	Disabled	%
911 Elementary agricultural occupations	65	0.1	10	0.1
912 Elementary construction occupations	155	0.1	15	0.1
913 Elementary process plant occupations	145	0.1	20	0.2
914 Elementary goods storage occupations	295	0.2	35	0.3
921 Elementary administration occupations	385	0.3	45	0.4
922 Elementary personal services occupations	3530	2.8	350	3.1
923 Elementary cleaning occupations	215	0.2	30	0.2
924 Elementary security occupations	255	0.2	40	0.3
925 Elementary sales occupations	125	0.1	10	0.1
<b>Total</b>	<b>5175</b>	<b>4.1</b>	<b>550</b>	<b>4.9</b>

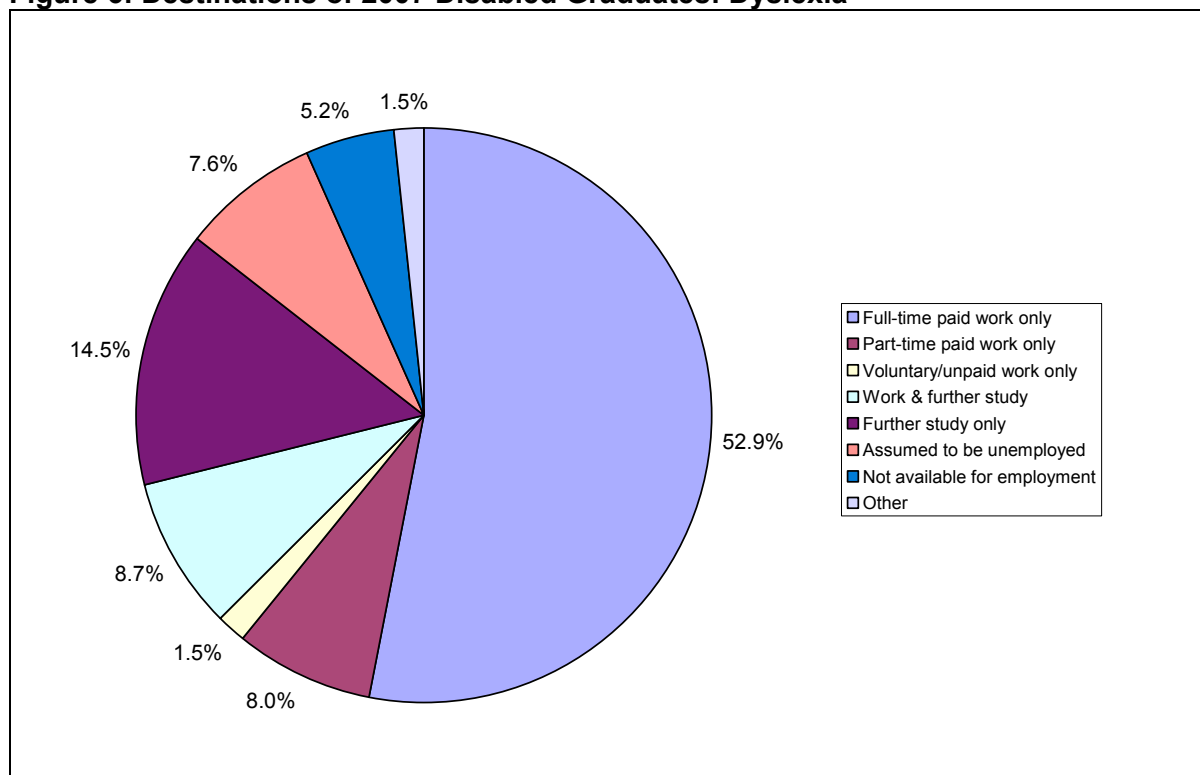
**Key points for SOC Groups 5, 6, 7, 8, 9**

- 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 (1.7%)** was notably higher than non-disabled graduates (**0.9%**).
- The percentage of employed disabled graduates in **personal and protective service occupations (5.8%)** was higher than non-disabled graduates (**4.9%**) although these figures represent a decrease in the numbers of both groups entering these occupations compared with last year.
- 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 (**1.2%**).
- The percentage of employed disabled graduates working as **nursery nurses, childminders, playgroup assistants and educational assistants (2.8%)** was slightly higher than non-disabled graduates (**2.6%**).
- There was parity in the number of employed disabled (**9.2%**) and non-disabled graduates (**9.4%**) working as **sales and retail assistants**, although a slight decrease for both groups on last year's figures, these figures nonetheless still represent a significant increase for both groups since 2003 when only **4.9%** of each group were working in these roles.

## 5. Destinations of Disabled Graduates by Disability

### 5.1 Dyslexia

Figure 6: Destinations of 2007 Disabled Graduates: Dyslexia

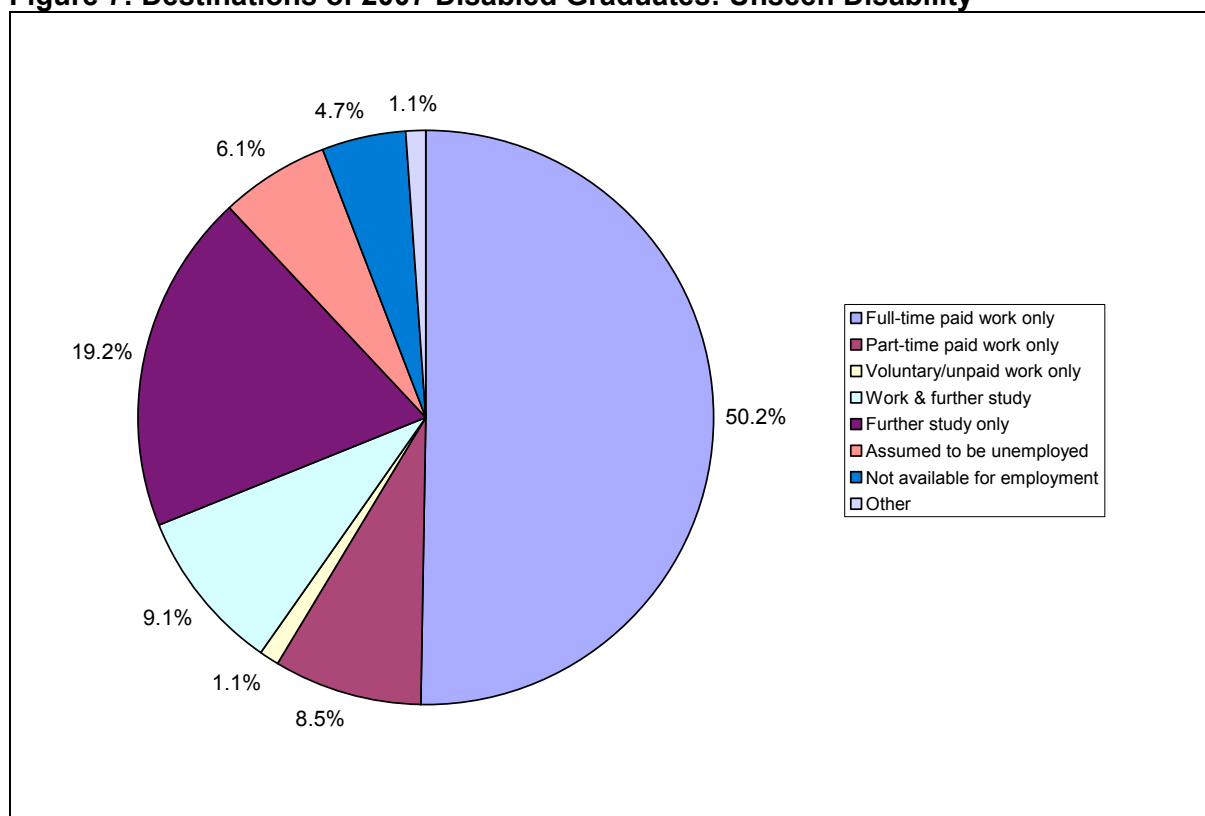


### Key Findings

- **52.9%** of graduates with dyslexia entered full-time paid work only compared with the overall figure of **49.9%** of disabled graduates and **55.6%** of non-disabled graduates representing a slight improvement on the 2006 figure (**52.7%**).
- **14.5%** of graduates with dyslexia went on to further study only compared with **16.8%** of disabled graduates overall and **16.2%** of non-disabled graduates.
- **7.6%** of graduates with dyslexia were assumed to be unemployed compared with **7.8%** of disabled graduates overall and **5.6%** of non-disabled graduates. This represented an improvement on the 2006 figure of **8.2%**.
- The most popular sector for dyslexic graduates was **property development, renting, business and research activities**, accounting for **21%** of this group an increase on last year's **19.3%** and 2005's **19.5%**.
- **66.5%** of this group entered graduate level occupations compared with **65.8%** of disabled graduates overall and **67.2%** of non-disabled graduates.
- A higher percentage of employed graduates with dyslexia entered **management and administration occupations (8.3%)** than either disabled graduates overall (**7.9%**) or non-disabled graduates (**7.9%**) reflecting the outcomes of previous surveys (see Appendix 2).
- The percentage of employed graduates with dyslexia entering **professional occupations (22.6%)** was lower than disabled graduates overall (**24.3%**) and non-disabled graduates (**27.9%**).
- A higher percentage of employed graduates with dyslexia (**35.6%**) entered **associate professional and technical occupations** than both disabled graduates overall (**33.6%**) and non-disabled graduates (**31.4%**).
- **6.2%** of employed graduates with dyslexia entered **teaching occupations** compared with **6.5%** of disabled graduates and **7.3%** of non-disabled graduates.
- A lower percentage of employed graduates with dyslexia (**3.1%**) entered **health professional occupations** compared with non-disabled graduates (**6.0%**) and disabled graduates as a whole (**3.7%**). This represents a notable increase on last year's figure of **2.5%**.

## 5.2 Unseen Disability

**Figure 7: Destinations of 2007 Disabled Graduates: Unseen Disability**

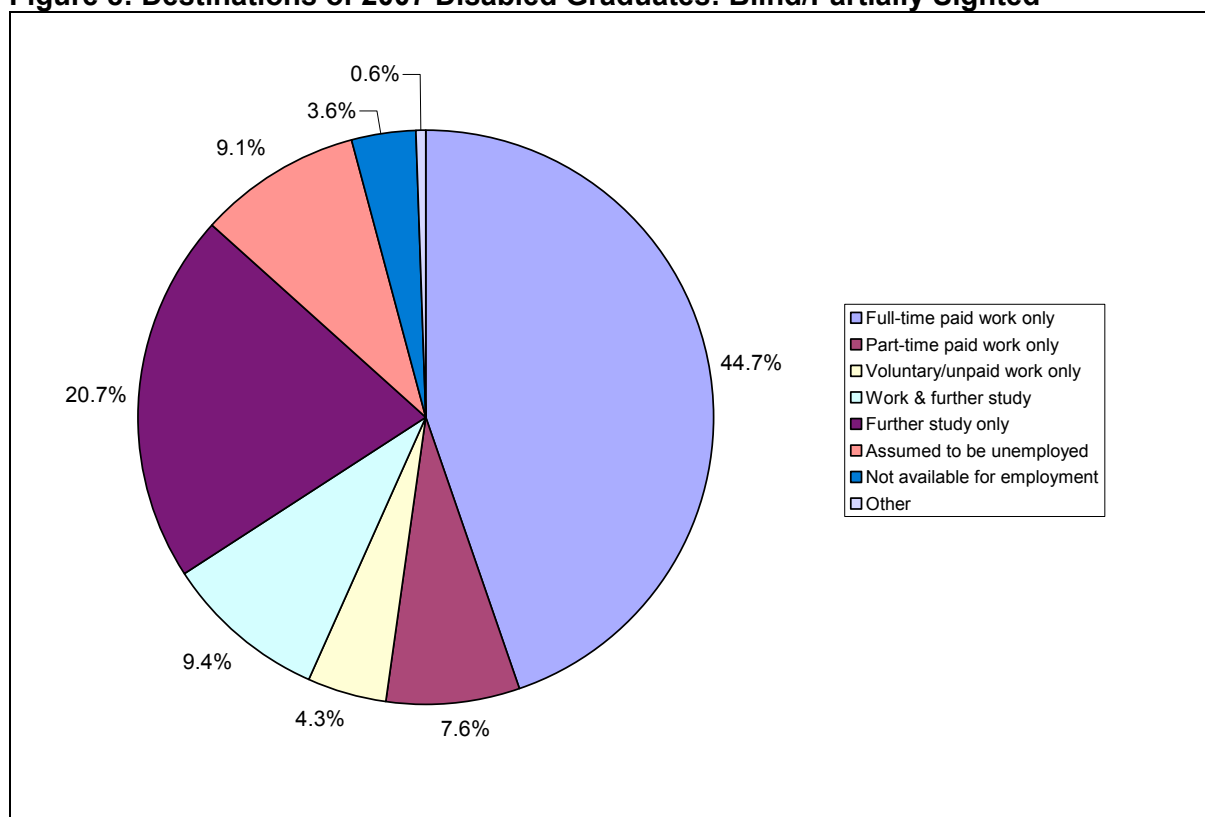


### Key findings

- **50.2%** of graduates with an unseen disability were in full-time paid work only compared with **49.9%** of disabled graduates overall and **55.6%** of non-disabled graduates representing a decrease of more than two percentage points on 2006's figure (**52.8%**).
- **19.2%** of graduates with an unseen disability were engaged in further study only (representing a significant increase on last year's **15.9%**), and significantly more than the **16.8%** of disabled graduates overall and **16.2%** of non-disabled graduates.
- **6.1%** of graduates with an unseen disability were assumed to be unemployed compared with **7.8%** of disabled graduates overall and **5.6%** of non-disabled graduates. This represents a marked improvement on last year's figure of **7.5%**.
- The most popular sector for graduates with an unseen disability was **health and social work** accounting for **18.9%** of this group, just ahead of the **18.0%** engaged in **property development, renting, business and research activities**.
- **65.6%** of this group entered graduate level occupations compared with **65.8%** of disabled graduates overall and **67.2%** of non-disabled graduates.
- An impressive **27.3%** (the same figure as last year) of this group entered **professional occupations** compared with **24.3%** of disabled graduates overall and **27.9%** of non-disabled graduates.
- **8.1%** of employed graduates from this group entered **management and administration occupations**, a significant increase on last year's figure of **6.8%**, and higher than this year's figure for both disabled graduates overall and non-disabled graduates (**7.9%**).
- **5.7%** (a decrease on last year's **6.2%**) of employed graduates with an unseen disability entered **health professional** occupations compared with non-disabled graduates (**6.0%**) and disabled graduates as a whole (**3.7%**).
- **7.8%** (an increase on last year's **7.3%**) of employed graduates with an unseen disability entered **teaching occupations** compared with **6.5%** of disabled graduates and **7.3%** of non-disabled graduates.

### 5.3 Blind/Partially Sighted

**Figure 8: Destinations of 2007 Disabled Graduates: Blind/Partially Sighted**

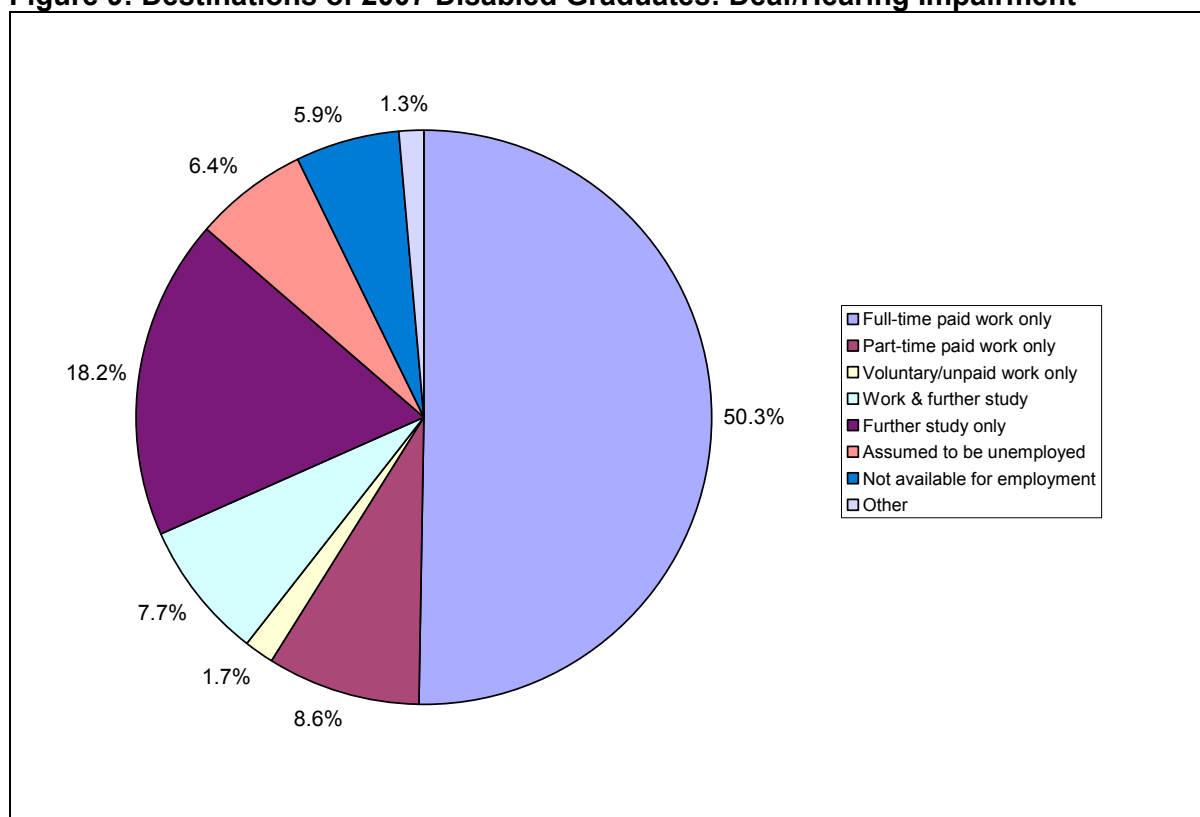


#### Key Findings

- **44.7%** (a slight decrease on last year's 44.9%, though still significantly higher than 2005's figure of **39.2%**) of blind/partially sighted graduates entered full-time paid work only compared with **49.9%** of disabled graduates overall and **55.6%** of non-disabled graduates.
- **20.7%** of blind/partially sighted graduates entered further study only, continuing the decrease first seen last year, compared with **16.8%** of disabled graduates overall and **16.2%** of non-disabled graduates.
- **9.1%** 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. This marks a significant improvement in this regard for blind/partially sighted graduates. Last year **13.5%** were assumed to be unemployed, approximately the same figure as in 2005 (**13.4%**).
- The most popular sector for blind/partially sighted graduates was health and social work accounting for **22.7%** of graduates in this group, marking a change from last year when **property development, renting, business and research activities** was the most popular sector. This year it moves to second place accounting for **19%** of graduates in this category.
- **62.4%** of this group entered graduate level occupations compared with **65.8%** of disabled graduates overall and **67.2%** of non-disabled graduates (see Appendix 2). This marks a slight decline from last year's figure of **64.2%**.
- **7%** of blind/partially sighted graduates entered **management and administration occupations** compared with **7.9%** of disabled graduates overall and **7.9%** of non-disabled graduates, representing a significant increase on the 2006 figure of **4.5%** but still not quite as high as in 2004 (**8.4%**) and 2003 (**8.8%**).
- **7.4%** of employed blind/partially sighted graduates entered **teaching occupations** (an increase on 2006's **6.3%** though not as high as 2005's **7.6%**) compared with **6.5%** of disabled graduates and **7.3%** of non-disabled graduates.
- Only **3.3%** of employed blind/partially sighted graduates entered **health professional occupations** compared with non-disabled graduates (**6.0%**) and disabled graduates as a whole (**3.7%**). This compares with **3.4%** last year.

## 5.4 Deaf/Hearing Impairment

**Figure 9: Destinations of 2007 Disabled Graduates: Deaf/Hearing Impairment**

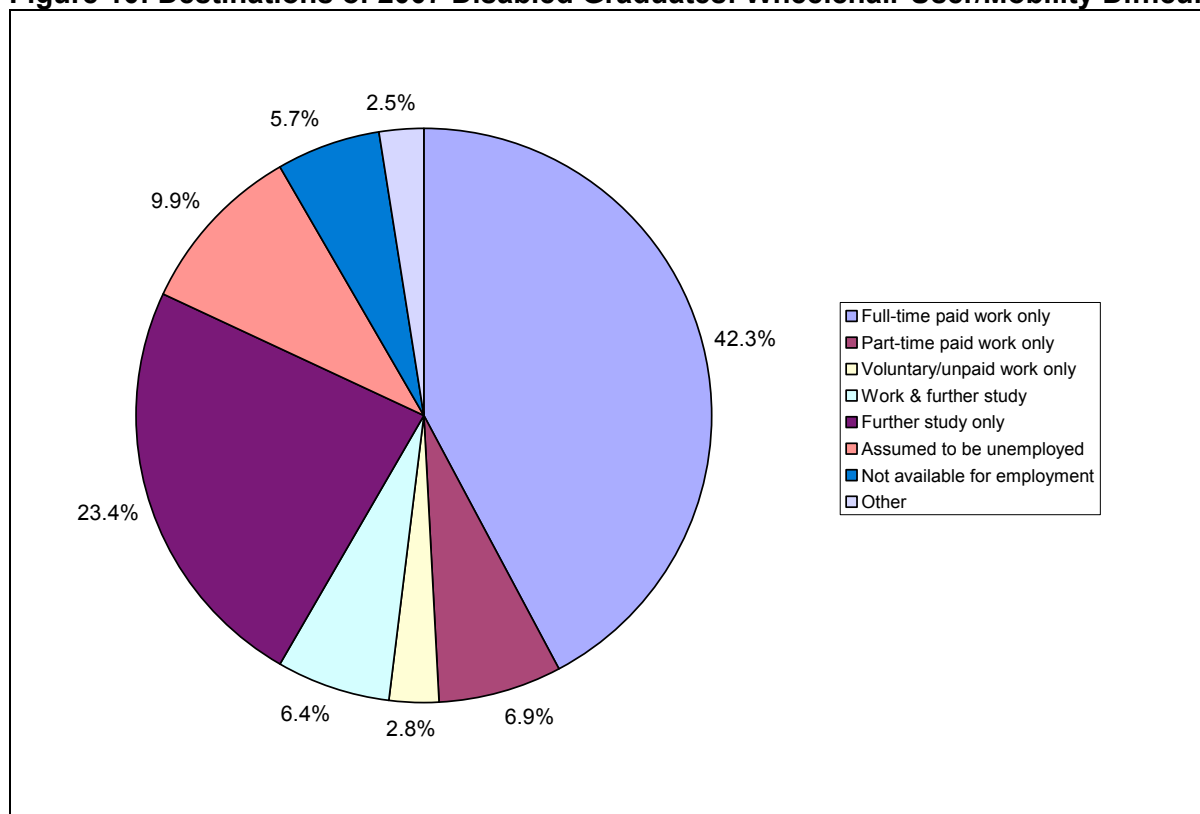


### Key Findings

- **50.3%** of deaf/hearing impaired graduates entered full-time paid work only (an increase on last year's figure of **47.6%**) compared with **49.9%** of disabled graduates overall and **55.6%** of non-disabled graduates.
- **18.2%** of deaf/hearing impaired graduates entered further study only compared with **16.8%** of disabled graduates overall and **16.2%** of non-disabled graduates. This is an increase on last year's figure of **17.0%**.
- Only **6.4%** (a very significant decrease on 2006's **10.1%** and 2005'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 **health and social work** accounting for **26.3%** of this group, a contrast to last year when was the most popular sector was **property development, renting, business and research** activities, which this year accounts for only **17.2%** of graduates in this category.
- **69%** of this group entered **graduate level occupations** compared with **65.8%** of disabled graduates overall and **67.2%** of non-disabled graduates (see Appendix 2). This is consistent with last year's figure of **68.6%**.
- **Only 4.3%** of this group entered **management and administration occupations**, in sharp contrast to last year's **9.7%** compared with **7.9%** of disabled graduates overall and **7.9%** of non-disabled graduates.
- **29.1%** (an increase on last year's figure of **27.5%**) of employed deaf/hearing impaired graduates entered **professional occupations**, compared with **24.3%** of disabled graduates overall and **27.9%** of non-disabled graduates.
- **6.2%** (a decrease on last year's figure of **7.6%**) of employed deaf/hearing impaired graduates entered **teaching occupations** compared with **6.5%** of disabled graduates and **7.3%** of non-disabled graduates.
- **5.7%** of employed deaf/hearing impaired graduates entered **health occupations** compared with non-disabled graduates (**6.0%**) and disabled graduates as a whole (**3.7%**). This marked a significant increase on last year's figure of **3.6%**.

## 5.5 Wheelchair User/Mobility Difficulties

**Figure 10: Destinations of 2007 Disabled Graduates: Wheelchair User/Mobility Difficulties**



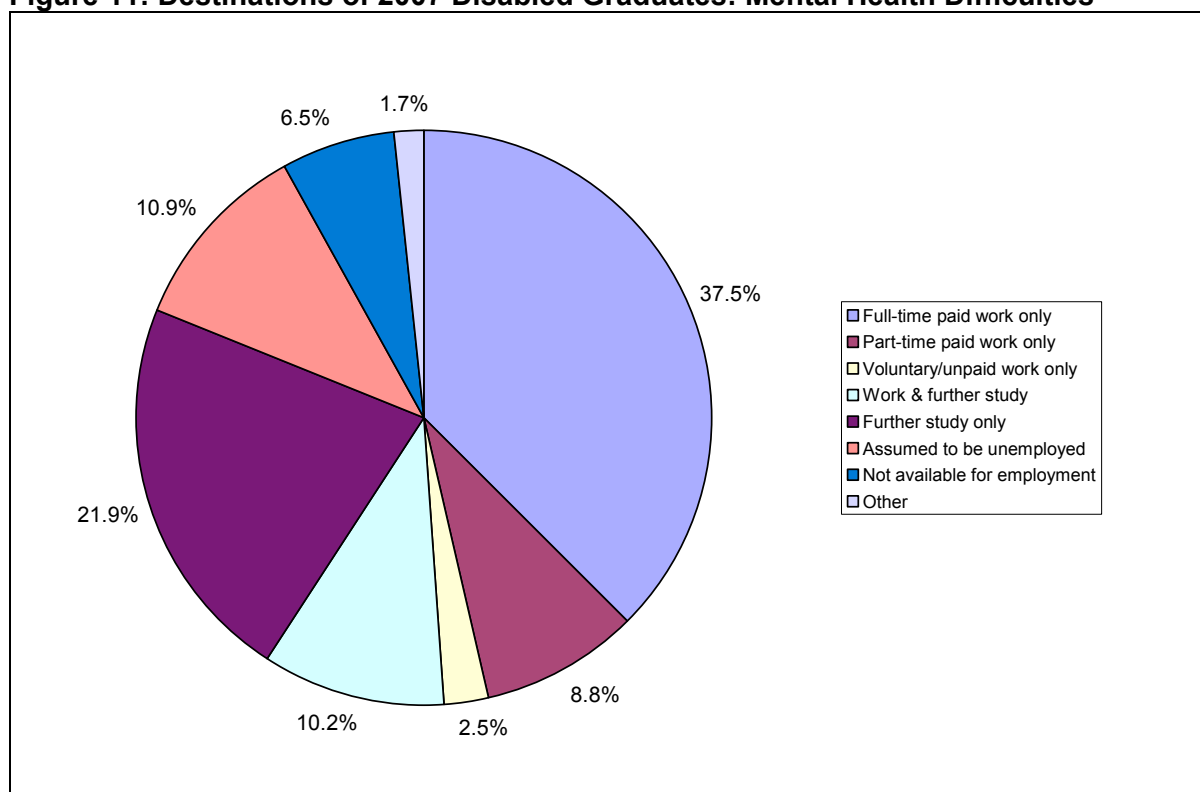
### Key Findings

- **42.3%** (a significant increase on last year's figure of **31.9%**) of graduates who are wheelchair users/have mobility difficulties were in full-time paid work only compared with **49.9%** of disabled graduates overall and **55.6%** of non-disabled graduates. This represents this group's highest ever total in full-time paid work.
- **23.4%** (an increase from last year's **21.8%**) were in further study only compared with **16.8%** of disabled graduates overall and **16.2%** of non-disabled graduates.
- **9.9%** (a significant improvement on last year's **14.4%**) 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 who are wheelchair users/have mobility difficulties was once again **health and social work** accounting for **22.8%** of this group.
- An impressive **71.6%** (the highest of any group) entered **graduate level occupations** compared with **65.8%** of disabled graduates overall and **67.2%** of non-disabled graduates (see Appendix 2).
- **7.5%** (a significant increase on last year's **4.2%**) of employed graduates from this group entered **management and administration occupations** compared with **7.9%** of disabled graduates overall and **7.9%** of non-disabled graduates.
- **27.3%** of this group entered **professional occupations** compared with **24.3%** of disabled graduates overall and **27.9%** of non-disabled graduates.
- **6.3%** (a significant fall from last year's **8.8%**) of employed graduates from this group entered **teaching occupations** compared with **6.5%** of disabled graduates and **7.3%** of non-disabled graduates.
- **3.9%** (a fall from last year's **5.6%**) of this group entered **health profession** occupations compared with non-disabled graduates (**6.0%**) and disabled graduates as a whole (**3.7%**).



## 5.6 Mental Health Difficulties

**Figure 11: Destinations of 2007 Disabled Graduates: Mental Health Difficulties**



### Key Findings

- **37.5%** of graduates with mental health difficulties were in full-time paid work only compared with **49.9%** of disabled graduates overall and **55.6%** of non-disabled graduates. This represents a significant decrease on last year's figure of **42.7%**.
- **21.9%** of graduates with mental health difficulties were in further study only compared with **16.8%** of disabled graduates overall and **16.2%** of non-disabled graduates. This is a marked increase on last year's figure of **18.8%**.
- **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. This is consistent with last year's same figure, and while it is the highest level of unemployment for any group in the survey it remains the lowest unemployment figure for this group in the five 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 **20.4%** of this group.
- Only **58%** of this group, by far the lowest percentage, entered **graduate level occupations** compared with **65.8%** of disabled graduates overall and **67.2%** of non-disabled graduates (see Appendix 2). Nonetheless this year's figure marks a welcome increase from **54.8%** last year.
- Only **2.9%** of employed graduates with mental health difficulties entered **management and administration**, a severe drop on last year's **7.1%** compared with **7.9%** of both disabled graduates overall and non-disabled graduates.
- **26.7%** (a significant increase on last year's **18.0%** and 2005's **19.8%**) of employed graduates with mental health difficulties entered **professional occupations** compared with **24.3%** of disabled graduates overall and **27.9%** of non-disabled graduates.
- **6.6%** (a big improvement on 2006's **4.6%**) of employed graduates with mental health difficulties entered teaching occupations compared with **6.5%** of disabled graduates and **7.3%** of non-disabled graduates.
- **4.9%** of employed graduates with mental health difficulties entered **health professional** occupations compared with non-disabled graduates (**6.0%**) and disabled graduates as a whole (**3.7%**). This marks a significant increase on last year's figure of **3.2%**.

## 6. Conclusions

In the midst of the current economic downturn this year's survey might have been expected to show a decline in graduate fortunes for both disabled and non-disabled groups. This is clearly not the case. This year has been a very positive one for both groups, particularly the former with gains made across most significant categories. While the gap between groups of disabled and non-disabled graduates entering employment widened slightly from **4.4** percentage points last year to **5.7** percentage points this year, the number of unemployed disabled graduates fell to just **7.8%** from **8.7%**. The numbers of disabled graduates entering 'graduate level' employment increased to **65.8%**, an increase from **64.5%** last year and the highest percentage in the five years of the DLHE survey. In fact a higher percentage of disabled graduates (**33.6%**) entered **associate professional & technical occupations** this year than non-disabled graduates (**31.4%**) while 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 with **wheelchair user/mobility difficulties** graduates achieving the highest percentage of any graduate group - disabled or non-disabled - entering 'graduate level' employment with deaf/hard of hearing graduates close behind. Both these groups and **blind/partially sighted** graduates also demonstrate sharp declines in unemployment levels – all very positive. However, the outcomes for those with mental health difficulties were less positive with this group achieving the lowest levels of employment generally and 'graduate level' employment. This group also had the highest level of unemployment, although it is worth noting the numbers of graduates with **mental health difficulties** classed as unemployed has been steadily falling over the five years of the survey.

While the news for disabled graduates overall is therefore positive once again this year, it is still worth remembering that in most categories disabled graduates are still underperforming compared to their non-disabled peers. In fact this year's survey revealed that the previously shrinking gap between the numbers of disabled and non-disabled graduates in full-time employment had begun to widen again. This is not such good news. In the rush to celebrate the continued improvement in their fortunes we should not neglect to ask why in 2008 disabled graduates still don't perform quite as well as those without disabilities.

Several other 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 (DLHE) 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 3.5 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 more positive picture for disabled graduates than is sometimes imagined and whilst there is still little room for complacency (particularly with certain groups) these findings are worth celebrating. However, with the full effects of the current downturn not likely to be seen until next year's survey it will be interesting to see how the fortunes of both groups compare in times of economic crisis.

## Appendices

**Table 13: Employment Circumstances of Disabled and Non-Disabled Graduates**

	No known disability	Disabled	No known disability %	Disabled %
Employed full-time in paid work	102760	8455	59.4	51.5
Employed part-time in paid work	17390	1825	10.0	11.1
Self-employed/freelance	3900	655	2.3	4.0
Taking time out in order to travel	6340	620	3.7	3.8
Due to start a job within the next month	1260	130	0.7	0.8
Unemployed & looking for employment, further study or training	9520	1250	5.5	7.6
Not employed but NOT looking for employment, further study or training	6235	685	3.6	4.2
Something else	22650	2215	13.1	13.5
Voluntary work/other unpaid work	2000	330	1.2	2.0
Permanently unable to work/retired	95	40	0.1	0.2
Temporarily sick or unable to work/looking after the home or family	925	220	0.5	1.3
Total	173070	16435	100.0	100.0

**Table 14: Standard Occupational Classification by Disability**

	No known disability	Disabled	Dyslexia	An unseen disability, e.g. diabetes, epilepsy, asthma.	Blind/partially sighted	Deaf/hearing impairment	Wheelchair user/mobility difficulties	Mental health difficulties
SOC 1 - Managers & Administrators	7.9	7.9	8.3	8.1	7.0	4.3	7.5	2.9
SOC 2 - Professional Occupations	27.9	24.3	22.6	27.3	30.7	29.1	27.3	26.7
SOC 3 - Associate Professional & Technical Occupations	31.4	33.6	35.6	30.2	24.7	35.6	36.8	28.4
SOC 4 - Clerical & Secretarial Occupations	13.0	12.0	10.8	12.3	15.3	12.9	11.9	19.0
SOC 5 - Craft & Related Occupations	0.9	1.7	2.1	1.0	1.4	0.8	1.2	1.4
SOC 6 - Personal & Protective Service Occupations	4.9	5.8	5.7	6.6	4.7	5.7	5.5	8.3
SOC 7 - Sales Occupations	9.4	9.2	9.0	9.8	10.7	6.7	7.5	8.6
SOC 8 - Plant & Machine Operatives	0.4	0.6	0.7	0.5	0.0	0.5	0.4	0.0
SOC 9 - Other Occupations	4.1	4.9	5.2	4.2	5.6	4.3	2.0	4.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<b>Graduate (SOC 1-3)</b>	67.3	65.8	66.5	65.6	62.3	69.0	71.5	58.0
<b>Non-graduate (SOC 4-9)</b>	32.7	34.2	33.5	34.4	37.7	31.0	28.5	42.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0