



What Happens Next?

A Report on the First Destinations of
2007/2008 Disabled Graduates

Disabilities Task Group
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1. Introduction

1.1 Context

In the academic year 2007/2008 272,720 UK and other EU domiciled students graduated from UK universities with a first degree, obtained through a full-time mode of study¹. Approximately 6 months later this cohort of graduates were contacted by their respective universities to complete the Destinations of Leavers from Higher Education survey. This report is based on analysis of data from the 200,090 leavers that responded to this survey. Of this number just over 9% (18,095) identified themselves, during the period of their studies, as having either a disability or learning difficulty.

What happened to these disabled graduates? 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. In doing so it 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 Acts, 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 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 which disabled graduates hope to go into. 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 approximately six months after they leave to find out what they are doing. This survey, the 'Destinations of Leavers from Higher Education', begun in 2003, replacing the 'First Destinations Supplement', 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.

This is the sixth year of the DLHE survey and any comparisons with surveys earlier than 2003 are imprecise and should be undertaken with care.

¹ Source: HESA website, Table 14 - HE qualifications obtained in the UK by level, mode of study, domicile, gender, class of first degree and subject area.

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 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 two AGCAS DTG members have produced this report. 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.

1.5 Impact of the Report

Since the report's first publication, 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, 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 2008 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 able to highlight features in the experience of graduates from the following groups - a specific learning difficulty (e.g. dyslexia), an unseen disability, blind/partially sighted, deaf/hearing impairment, wheelchair user/mobility difficulties and mental health difficulties. We also looked at how graduate earnings compared, and 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 cover the destinations of part-time first degree graduates, postgraduates, foundation degrees or diploma qualifiers.

1.7 First Degree, Full-time mode of study, 2007/2008 DLHE respondents

- Total number of first degree, full-time mode of study leavers responding to DLHE survey: 200,090 (the equivalent figure for 2006/07 was 190,385).
- Total number of non-disabled graduates: 180,875 (173,070).
- Total number of disabled graduates: 18,095 (16,435).
- Total of unclassified graduates (not known if disabled or non-disabled): 1,125 (880).
- The percentage of disabled graduates in 2007/2008 from the total of all graduates with known classification: 9.1% (for 2006/2007 the figure was 8.7%).
- The number of disabled graduates increased by 1660 (a 10.1% rise) in just one year.

1.8 Disabled First Degree, Full-time mode of study, 2007/2008 DLHE respondents by Specific Disability

- A specific learning difficulty e.g. dyslexia: 10,540 (2006/2007 figure for comparison, 9515)
- Blind/Partially Sighted: 360 (330)
- Deaf / Hearing Impairment: 555 (545)
- Wheelchair User / Mobility Difficulties: 455 (435)
- Personal Care Support: 15 (15)
- Mental Health Difficulties: 755 (590)
- Autistic Spectrum Disorder: 125 (90)
- An Unseen Disability: 2765 (2715)
- Multiple Disabilities: 750 (715)
- A Disability Not Listed Above: 1775 (1485)

The numbers of disabled graduates that responded to the 2007/08 DLHE survey increased in almost all specific categories from the previous year. Graduates who disclosed that they had a specific learning difficulty e.g. dyslexia formed the largest single category, larger than all others combined, for the second successive year².

The largest percentage increases from the previous year were seen amongst students who indicated that they were autistic and those who reported mental health difficulties.

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.

For brevity, through the remainder of this report the 2007/08 DLHE survey is referred to as "2008", whilst the 2006/07 survey is referred to as "2007".

² In 2007/08 the Disabled field in HESA's Student Record was revised, changing the "dyslexia" category to "a specific learning difficulty e.g. dyslexia".

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)	93930	51.9	8590	47.5
Part-time paid work only	16235	9.0	1740	9.6
Voluntary/unpaid work only	2470	1.4	370	2.0
Work and further study	13810	7.6	1380	7.6
Further study only	30125	16.7	2835	15.7
Assumed to be unemployed	14825	8.2	1945	10.8
Not available for employment	7315	4.0	905	5.0
Other	2165	1.2	325	1.8
Total	180875	100.0	18095	100.0

2.1 Summary of Findings

This year's survey reveals mixed fortunes for disabled graduates as the above table illustrates.

For most categories fairly small changes were recorded between 2007 and 2008. However, the numbers of those disabled students in full time employment dropped from 49.9% in 2007 to 47.5% in 2008 whereas the proportion of those assumed to be unemployed had risen from 7.8% in 2007 to 10.8% in 2009. These figures are analysed further below and illustrated in figures 1 and 2 overleaf:

- 47.5% of disabled graduates were in full-time work compared with 51.9% of non-disabled graduates. This compares with 49.9% and 55.6% respectively last year, so the current report shows that there has been a decrease in the percentages of both groups in full time work at the time of the survey. However, the decrease is greater among non-disabled graduates.
- 9.6% of disabled graduates were in part-time work (an increase from 8.2% in 2007). This compares with 9.0% of non-disabled graduates and represents an increase from 7.6% last year.
- Equal percentages (both 7.6%) of disabled and non-disabled graduates opted for work and further study in 2008. This represents, in each case, a decrease from the figures of 8.8% of disabled graduates and 8.7% of non-disabled graduates who chose this option in 2007.
- The percentages of both disabled and non-disabled graduates who went on to further study only as an option also decreased between 2007 and 2008: 15.7% of disabled graduates were in further study only compared with 16.8% in 2007. By contrast, 16.7% of non-disabled graduates chose further study only, a slight increase on the corresponding figure (16.2%) for 2007.
- An important figure is the percentage of graduates who were assumed to be unemployed. In 2008, the percentage of disabled graduates who were assumed to be unemployed stood at 10.8%, an increase from 7.8% in 2007. The corresponding figures for non-disabled graduates believed to be unemployed in 2008 also increased to 8.2% (up from 5.6% in 2007). Although unemployment rates for both groups increased, it is worth noting that the increase was greater for disabled graduates.
- 5.0% of disabled graduates were not available for employment. This was slightly lower than the corresponding figure of 5.3% in 2007. The proportion of non-disabled graduates not available for work also dropped; from 4.2% in 2007 to 4.0% in 2008.
- 4.3% of disabled graduates were self employed. This shows a slight rise compared to the corresponding figure of 4.0% recorded for 2007 and is significantly higher than the 2.4% of non-disabled graduates in 2008 (see Appendix 1).

Figure 1: Destinations of 2008 Non-disabled Graduates

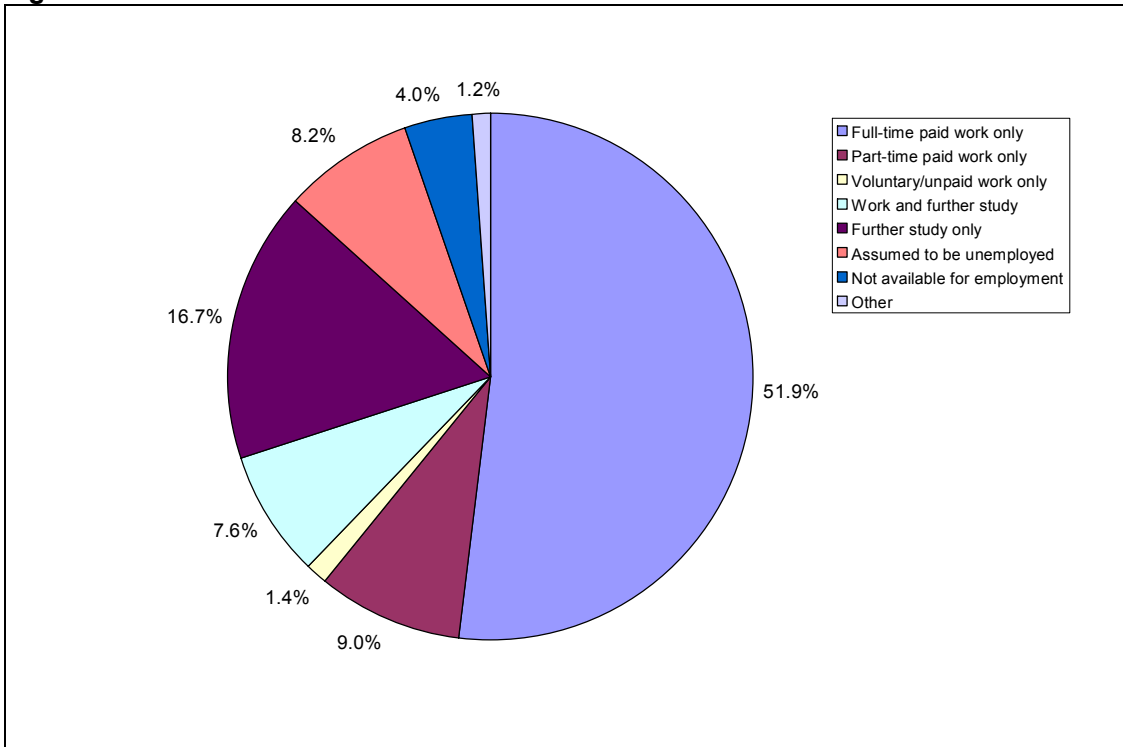
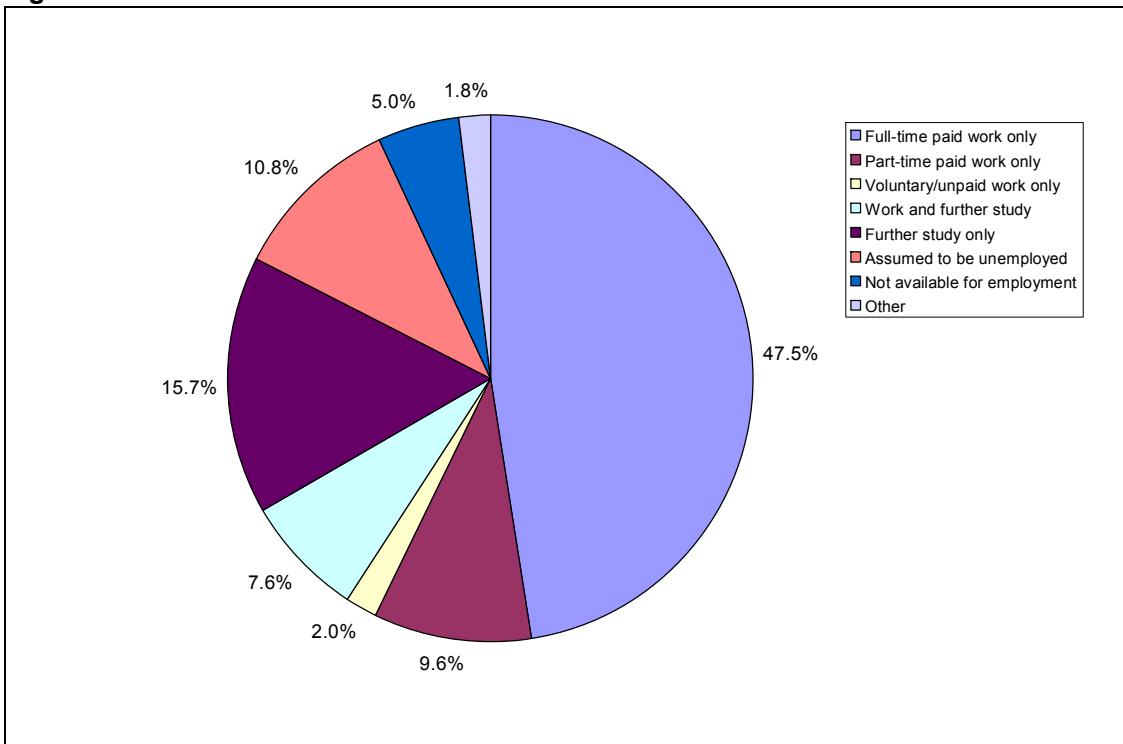


Figure 2: Destinations of 2008 Disabled Graduates



3. Standard Industrial Classification/Type of Employer

This section identifies the industries entered by 2008 graduates. It uses the Standard Industrial Classification of Economic Activities (SIC) as defined by HESA. The present version was updated 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. The number of destinations for which the relevant SIC was not known is significant and any analysis should take account of this fact.

Table 2: Standard Industrial Classification

Standard Industrial Classification	Non disabled	%	Disabled	%
Agriculture, forestry and fishing	415	0.3	60	0.5
Mining and quarrying	530	0.4	45	0.4
Manufacturing	5510	4.4	495	4.1
Electricity, gas, steam and air conditioning supply	685	0.5	55	0.5
Water supply, sewerage, waste management and remediation activities	355	0.3	30	0.2
Construction	2115	1.7	210	1.7
Wholesale and retail trade; repair of motor vehicles and motorcycles	16795	13.3	1510	12.5
Transport and storage	1605	1.3	120	1.0
Accommodation and food service activities	6390	5.1	610	5.1
Information and communication	7475	5.9	760	6.3
Financial and insurance activities	7720	6.1	495	4.1
Real estate activities	990	0.8	115	1.0
Professional, scientific and technical activities	13630	10.8	1205	10.0
Administrative and support service activities	5765	4.6	550	4.6
Public administration and defence; compulsory social security	8520	6.8	825	6.8
Education	16180	12.8	1545	12.8
Human health and social work activities	23425	18.6	2330	19.3
Arts, entertainment and recreation	5905	4.7	840	7.0
Other service activities	1910	1.5	225	1.9
Activities of households as employers; undifferentiated goods and services producing activities of households for own use	110	0.1	20	0.2
Activities of extraterritorial organisations and bodies	105	0.1	10	0.1
Total	126135	100	12050	100
Not known/Not applicable	54740		6045	
Grand Total	180875		18095	

- 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 2007.
- The industrial sector attracting the highest numbers of both disabled and non-disabled graduates was: 'Human health and social work'. This finding is similar to that observed in previous surveys.
- The category which showed the greatest difference in terms of disabled and non-disabled entrants was 'Arts, entertainment and recreation'. 4.7% of non-disabled graduates chose employment in this sector whereas significantly more (7.0%) disabled graduates chose first destinations in this field.
- By contrast, substantially more (6.1%) non-disabled graduates chose the financial and insurance sector compared to only 4.1% of disabled graduates going into the same field.

4. Standard Occupational Classification

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

4.1 Summary of Findings

There was similarity between the disabled and non-disabled graduates in terms of some categories of employment entered. However, for some occupational groupings there were notable differences between the groups as explained further below and illustrated in figure in 3 and 4.

- 7.6% of disabled graduates entered jobs in management and administration comparing quite closely with 7.7% of non-disabled graduates. This represents a reduction for both groups from last year when the same number (7.9%) entered this grouping. It is noteworthy that 8.1% of both disabled and non-disabled graduates entered this occupational group in 2006.
- 27.9% of non-disabled graduates entered the grouping known as professional occupations. This figure is unchanged from 2007. However, by contrast, fewer disabled graduates (24.9%) went into careers in this category. This represents a decrease from the corresponding figure of 27.9% in 2007. A higher percentage of disabled graduates entered associate professional and technical occupations (33.1%) compared with non-disabled graduates (30.2%). These percentages show a slight decrease for both groups going into these types of occupations compared to 2007.
- Lower proportions of disabled graduates entered clerical and secretarial occupations: 10.1% of disabled graduates did so compared with 11.7% of their non-disabled peers. This compares with figures of 12.0% of disabled graduates and 13.0% of non-disabled graduates respectively who chose this occupational category in 2007.
- Again, in 2008, a higher proportion of disabled graduates (7.0%) compared to non-disabled graduates (5.5%) went into personal and protective service occupations. This continues a trend in that the figures for 2007 show that 5.8% of disabled graduates chose jobs in this sector, higher than the corresponding percentage of 4.9% non-disabled graduates.
- Slightly more non-disabled graduates (10.7%) chose sales occupations than did disabled graduates, for whom the figure stood at 9.8%. This represents an increase for both groups from 2007, when the percentages of disabled students entering sales occupations was 9.2% and the percentage of graduates from the non-disabled group who chose jobs in this sector was 9.4%.

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 as follows:

Table 3: Graduate Level Occupations

Graduate Level Occupations (SOCS 1,2,3)	2003	2004	2005	2006	2007	2008	2008
Disabled	64.5	60.6	62.2	64.5	65.8	65.5	64.8
Non disabled	63.2	61.4	62.9	64.9	67.2	65.7	64.7

- Following steady increases in recent years of the proportions of graduates entering graduate occupations, the current survey noted a slight decrease in the percentages of both disabled and non-disabled graduates going into graduate level jobs.
- A more accurate measure of graduate employment can be obtained by using HESA’s graduate employment marker, which is derived from the work of Elias & Purcell. This method, which maps individual SOC codes into graduate or non-graduate occupations, found that 64.8% of disabled graduates worked in graduate level roles, compared to 64.7% of non-disabled graduates.

Figure 3: Destination of 2008 Non-disabled Graduates by SOC Codes

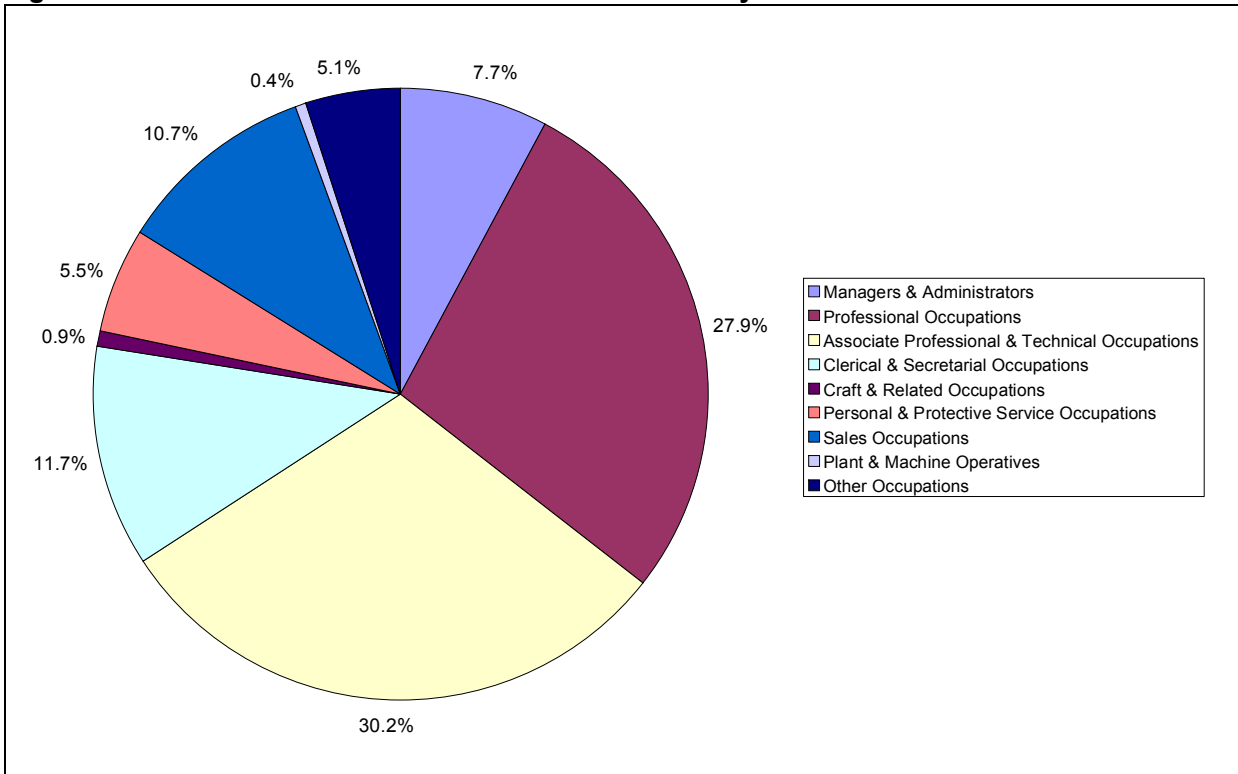
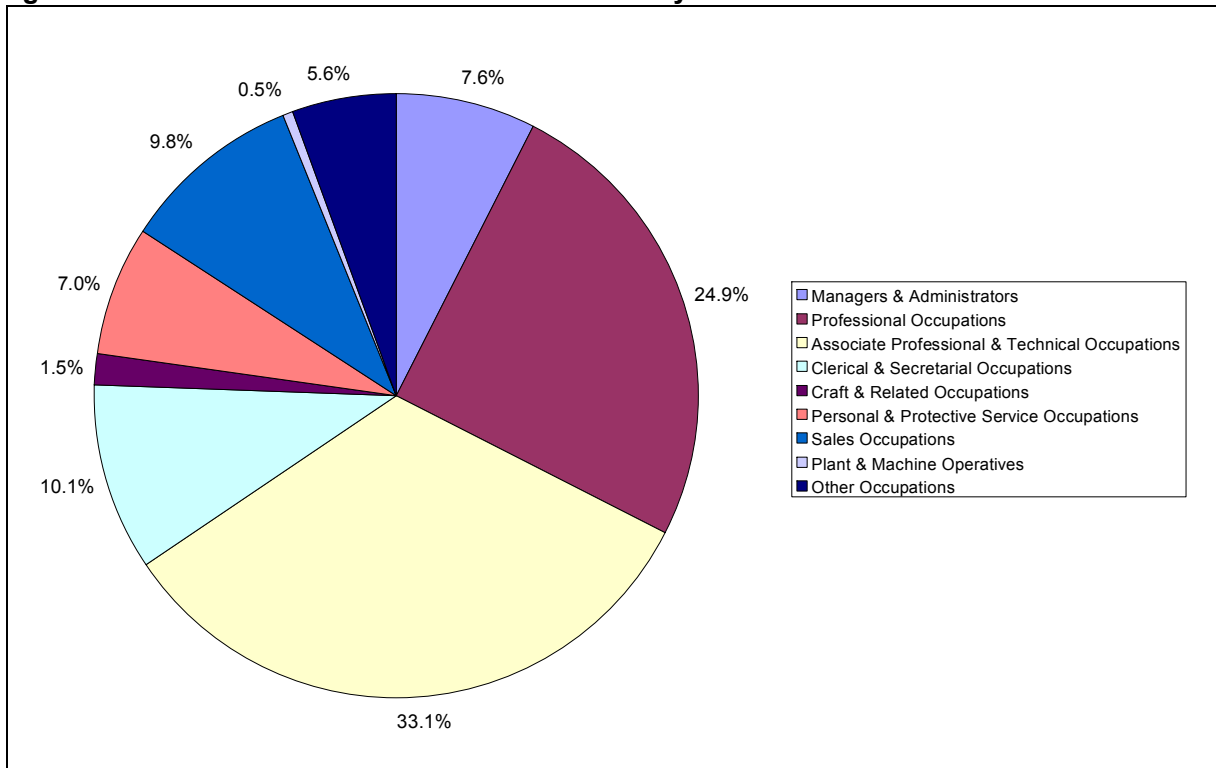


Figure 4: Destination of 2008 Disabled Graduates by SOC codes



4.3 Annual Salary of Employed Respondents

This section of the report examines the annual pro-rata salaries of employed graduates. The figure below indicates that the range of starting salaries for graduates varied very substantially between the lowest and the highest.

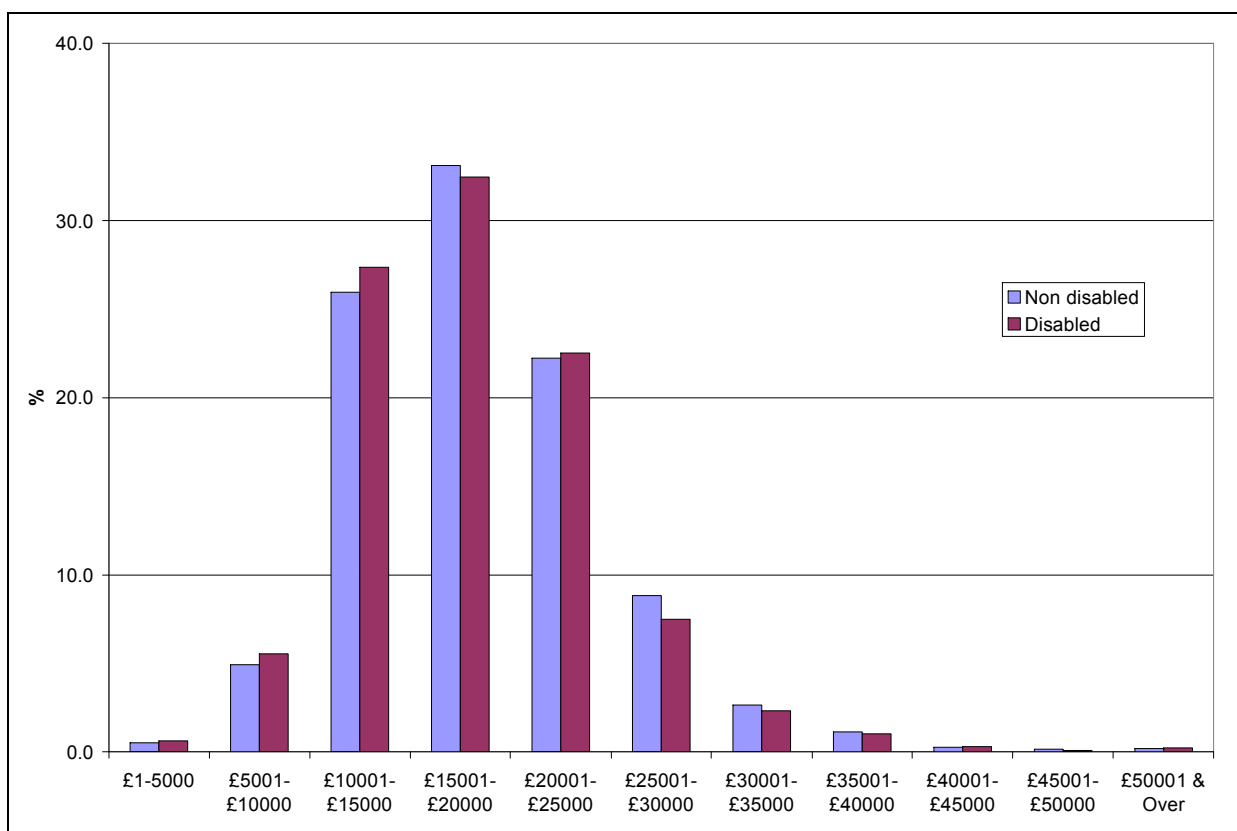
The most frequently occurring salaries, however, fell within the £15,001 to £20,000 range.

The figure also showed that the earnings of disabled graduates compared very well with the pay levels of their non-disabled peers in all categories. This is perhaps not surprising given the general 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 not responded to by all graduates.

These figures are similar to those recorded for the disabled and non-disabled graduates 2007 graduates.

Figure 5: Annual Salary of Employed Respondents



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	155	0.1	20	0.2
112 Production managers	590	0.5	60	0.5
113 Functional managers	2300	1.8	205	1.7
114 Quality and customer care managers	235	0.2	20	0.1
115 Financial institution and office managers	870	0.7	70	0.6
116 Managers in distribution, storage and retailing	1695	1.3	150	1.3
117 Protective service officers	355	0.3	25	0.2
118 Health and social services managers	250	0.2	40	0.3
121 Managers in farming, horticulture, forestry and fishing	140	0.1	15	0.1
122 Managers and proprietors in hospitality and leisure services	1505	1.2	150	1.2
123 Managers and proprietors in other service industries	1645	1.3	160	1.3
Total	9730	7.7	915	7.6

Key points for SOC group 1

- There was almost exact parity in the percentages of disabled graduates and non-disabled graduates (7.7% and 7.6% respectively) entering varied work as managers and administrators overall. This is slightly lower than the 7.9% of both disabled and non-disabled graduates recorded as entering these occupations in the previous year's survey.
- Within each sub-category, there was either exact parity or, at least, close similarity between the percentages of disabled and non-disabled graduates entering specific roles as managers or administrators across a broad occupational range. This suggests that the disabled graduates were able to achieve very similar success in these fields to that experienced by their non-disabled peers.

4.5 Standard Occupational Classification – SOC Group 2

Table 5: Standard Occupational Classification – SOC Group 2

Professional Occupations	Non disabled	%	Disabled	%
211 Science professionals	1115	0.9	80	0.7
212 Engineering professionals	3995	3.2	375	3.1
213 Information and communication technology professionals	2950	2.3	280	2.3
221 Health professionals	7870	6.2	525	4.4
231 Teaching professionals	9685	7.7	805	6.7
232 Research professionals	1525	1.2	155	1.3
241 Legal professionals	290	0.2	15	0.1
242 Business and statistical professionals	3805	3.0	225	1.9
243 Architects, town planners, surveyors	1405	1.1	135	1.1
244 Public service professionals	2345	1.9	360	3.0
245 Librarians and related professionals	205	0.2	45	0.4
Total	35195	27.9	3000	24.9

Key Points for SOC Group 2

- A slightly lower percentage of disabled graduates were employed in the above professional occupations, 24.9% compared to the figure of (27.9%) for non-disabled graduates. It is worth noting that the numbers of disabled graduates entering these occupations has risen slightly this year compared to the previous survey.
- 6.7% of disabled graduates in employment entered teaching compared with 7.7% of non-disabled graduates. This represents an increase for both groups compared to the previous survey.
- The same or fairly similar proportion of disabled and non-disabled graduates chose career routes in most of the above fields, with the exception of the Health professionals category, where slightly more non-disabled than disabled graduates entered professions in this area.

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	1270	1.0	125	1.0
312 Draughtspersons and building inspectors	700	0.6	80	0.7
313 IT service delivery occupations	1085	0.9	95	0.8
321 Health associate professionals	6465	5.1	575	4.8
322 Therapists	2745	2.2	355	2.9
323 Social welfare associate professionals	2825	2.2	395	3.3
331 Protective service occupations	515	0.4	40	0.3
341 Artistic and literary occupations	2140	1.7	375	3.1
342 Design associate professionals	2615	2.1	415	3.4
343 Media associate professionals	2580	2.0	315	2.6
344 Sports and fitness occupations	1615	1.3	165	1.4
351 Transport associate professionals	70	0.1	5	0.0
352 Legal associate professionals	505	0.4	40	0.3
353 Business and finance associate professionals	4680	3.7	345	2.9
354 Sales and related associate professionals	4960	3.9	365	3.0
355 Conservation associate professionals	370	0.3	40	0.3
356 Public service and other associate professionals	2910	2.3	255	2.1
Total	38050	30.2	3990	33.1

Key Points for SOC Group 3

- Just under a third (33.1%) of employed disabled graduates worked in associate professional and technical occupations, very slightly down on the 2007 figure (33.6%). 30.2% of employed non-disabled graduates entered associate professional and technical occupations, down from 31.4% in 2007.
- 3.4% of disabled graduates entered employment as design associate professionals compared to 2.1% of non-disabled graduates. Similarly, 3.1% of disabled graduates chose literary and artistic occupations compared to 1.7% of the non-disabled group. These two groups (artistic and literary occupations” and “design associate professionals” respectively) showed the greatest differences between the disabled and non-disabled destinations within SOC group 3.
- In the other categories there was a greater similarity between the percentages of the disabled and non-disabled graduates entering the respective occupations.

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	1630	1.3	140	1.2
412 Administrative occupations: Finance	2745	2.2	175	1.5
413 Administrative occupations: Records	2715	2.2	235	1.9
414 Administrative occupations: Communications	215	0.2	30	0.2
415 Administrative occupations: General	5360	4.2	440	3.7
421 Secretarial and related occupations	2120	1.7	195	1.6
Total	14790	11.7	1215	10.1

Key points for SOC Group 4

- Overall 10.1% of employed disabled graduates entered clerical and secretarial occupations in 2008. This is lower than the 12.0% who chose these occupations in the previous year. In comparison, a higher figure of 11.7% of the non-disabled graduates entered clerical and secretarial jobs. Again, this is slightly lower than the previous year's total of 13.0% for the non-disabled group and there has been a steady decrease in recent years of both disabled and non-disabled graduates entering this category of occupations.
- The above difference is mainly accounted for by more non-disabled graduates working in the Finance, General and Records occupations. In the other categories similar proportions of disabled and non-disabled graduates were found.

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	210	0.2	20	0.2
521 Metal forming, welding and related trades	5	0.0	0	0.0
522 Metal machining, fitting and instrument making trades	35	0.0	10	0.1
523 Vehicle trades	25	0.0	5	0.0
524 Electrical trades	120	0.1	15	0.1
531 Construction trades	165	0.1	25	0.2
532 Building trades	30	0.0	5	0.0
541 Textiles and garments trades	60	0.0	15	0.1
542 Printing trades	40	0.0	5	0.1
543 Food preparation trades	365	0.3	50	0.4
549 Skilled trades not elsewhere classified	115	0.1	20	0.2
Total	1165	0.9	175	1.5

Table 9: Standard Occupational Classification SOC Group 6

Personal & Protective Service Occupations	Non disabled	%	Disabled	%
611 Healthcare and related personal services	1740	1.4	215	1.8
612 Childcare and related personal services	3665	2.9	450	3.7
613 Animal care services	265	0.2	30	0.3
621 Leisure and travel service occupations	1050	0.8	110	0.9
622 Hairdressers and related occupations	85	0.1	15	0.1
623 Housekeeping occupations	105	0.1	20	0.1
629 Personal services occupations not elsewhere classified	10	0.0	0	0.0
Total	6915	5.5	845	7.0

Table 10: Standard Occupational Classification SOC Group 7

Sales Occupations	Non disabled	%	Disabled	%
711 Sales assistants and retail cashiers	9740	7.7	885	7.3
712 Sales related occupations	650	0.5	80	0.7
721 Customer service occupations	3070	2.4	220	1.8
Total	13460	10.7	1185	9.8

Table 11: Standard Occupational Classification SOC Group 8

Plant & Machine Operatives	Non disabled	%	Disabled	%
811 Process operatives	75	0.1	10	0.1
812 Plant and machine operatives	35	0.0	0	0.0
813 Assemblers and routine operatives	130	0.1	20	0.2
814 Construction operatives	20	0.0	5	0.0
821 Transport drivers and operatives	245	0.2	20	0.2
822 Mobile machine drivers and operatives	10	0.0	0	0.0
Total	515	0.4	60	0.5

Table 12: Standard Occupational Classification SOC Group 9

Other Occupations	Non disabled	%	Disabled	%
911 Elementary agricultural occupations	100	0.1	15	0.1
912 Elementary construction occupations	105	0.1	15	0.1
913 Elementary process plant occupations	110	0.1	10	0.1
914 Elementary goods storage occupations	295	0.2	30	0.2
921 Elementary administration occupations	410	0.3	55	0.5
922 Elementary personal services occupations	4680	3.7	465	3.8
923 Elementary cleaning occupations	250	0.2	35	0.3
924 Elementary security occupations	300	0.2	30	0.2
925 Elementary sales occupations	135	0.1	20	0.1
Total	6385	5.1	675	5.6

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

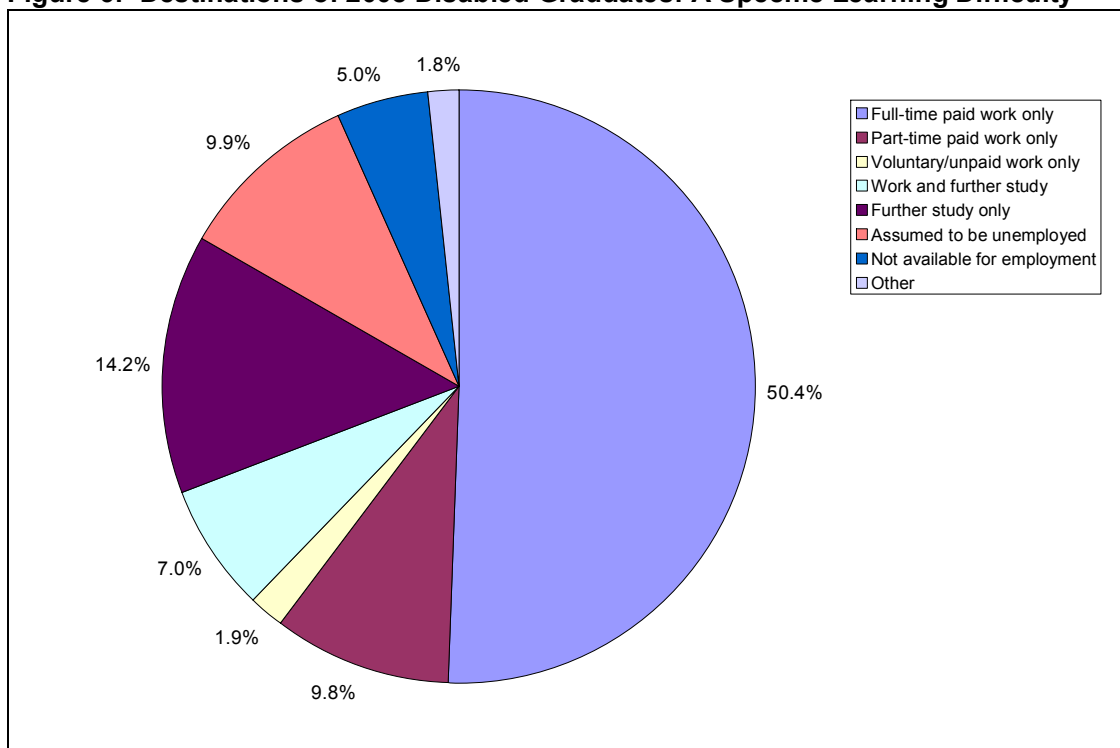
Overall the figures in each of these SOC categories were remarkably similar, as in previous surveys, for both groups. However, there were some points of note to highlight:

- The percentage of employed disabled graduates in craft and related occupations (1.5%) was slightly higher than the corresponding percentage for non-disabled graduates (0.9%).
- The percentage of employed disabled graduates in personal and protective service occupations rose from 5.8% in the previous survey to 7.0% for the 2008 cohort. This was higher than the 5.5% of non-disabled graduates choosing these occupations, a figure which also showed a rise from the corresponding figure of 4.9% in the previous survey.
- Of each of the five SOC Group categories discussed here, the one chosen by most of both the disabled and non-disabled graduates was SOC Group 7. These were sales occupations. 9.8% of the disabled graduates went into these roles (an increase on the 9.2% found in the previous survey. A slightly higher figure of 10.7% of the non-disabled graduates chose sales occupations and this percentage was also slightly higher than the 9.4% reported the previous year.

5. Destinations of Disabled Graduates by Disability

5.1 A Specific Learning Difficulty (including dyslexia)

Figure 6: Destinations of 2008 Disabled Graduates: A Specific Learning Difficulty

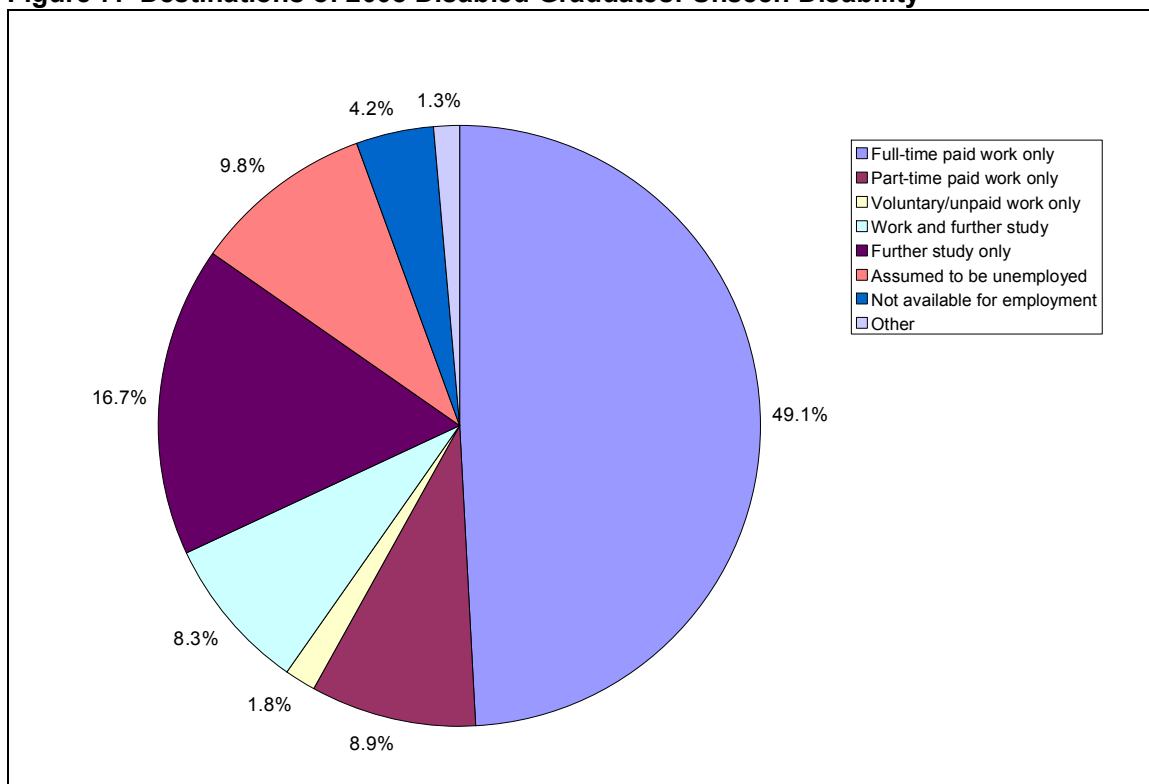


Key Findings

- 50.4% of graduates with a Specific Learning Difficulty (SpLD) entered full-time paid work only, a decrease from 52.9% in 2007. In comparison 47.5% of all disabled graduates entered full time paid work and 51.9% of non-disabled graduates did so.
- 14.2% of graduates with a SpLD went on to further study only, a slight decrease from the figure of 14.5% in 2007. The percentage of graduates with a SpLD progressing on to further study is also slightly lower than the 15.7% of disabled graduates as a whole and the 16.7% of non-disabled graduates who chose further study only as an option.
- 9.9% of graduates with a SpLD were believed to be unemployed, an increase from the 7.6% recorded in the previous survey. The percentage of graduates with a SpLD who were unemployed was lower than the corresponding figure for disabled graduates overall (10.8%) but somewhat higher than the 8.2% of non-disabled graduates who were unemployed.
- 7.9% of graduates with a SpLD went in to manager and administrator occupations. This was higher than the percentage of 7.6% of the disabled graduates as a whole and more than their non-disabled peers (7.7%).
- 23.3% of this group (slightly higher than the figure of 22.6% for the previous survey) entered professional occupations. This is lower than the percentage of the disabled graduates overall (24.9%) and lower than proportion of non-disabled graduates (27.9%) who were successful in going into professional occupations.
- 34.2% of this group (lower than the figure of 35.6% for the previous survey) entered associated and professional occupations. This is higher than the percentage of both the disabled graduates as a whole (33.1%) and non-disabled graduates (30.2%) who went into associated professional and technical occupations during the period of the current survey.

5.2 Unseen Disability

Figure 7: Destinations of 2008 Disabled Graduates: Unseen Disability

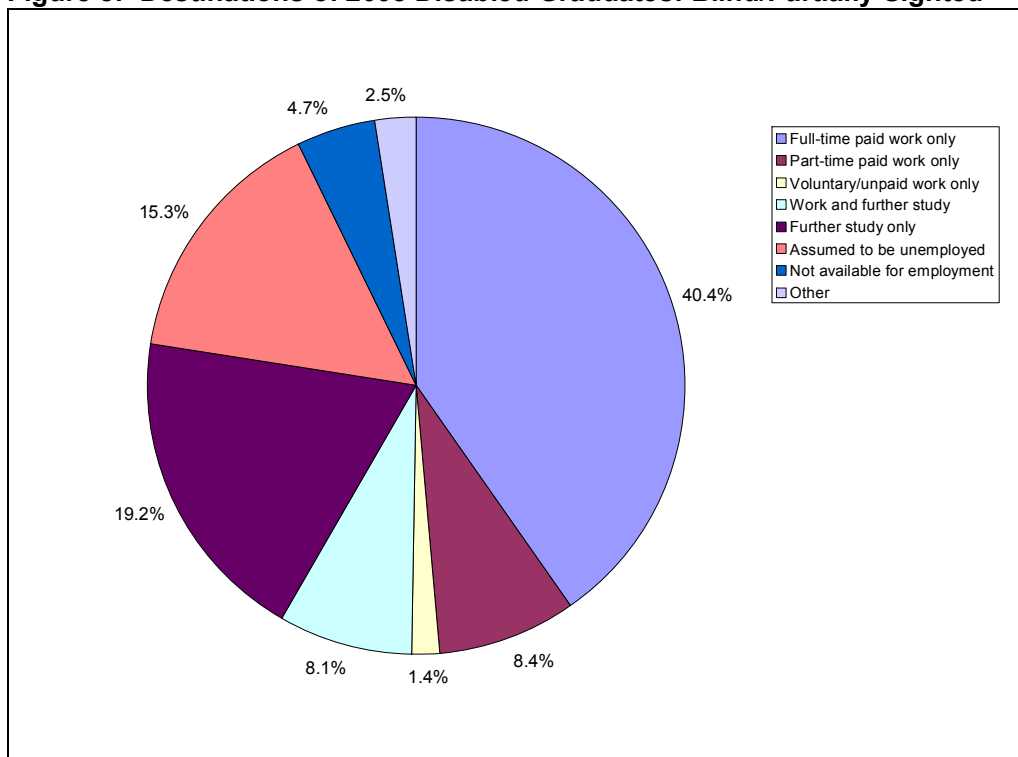


Key findings

- 49.1% of graduates who indicated that they had an unseen disability were in full time employment. This shows a slight decrease from the corresponding percentage of 50.2% recorded for this group in the previous survey. The percentage of 49.1% in employment is higher than the proportion of disabled graduates as a whole (47.5%) but slightly lower than the figure of 51.9% of non-disabled graduates who entered full time employment after graduation.
- 16.7% of graduates with an unseen disability went on to further study only. This represents a decrease from last year's figure of 19.2%. It is, however, equal to the proportion of non-disabled graduates who went on to further study only in 2008 and slightly higher than the 15.7% of disabled graduates as a whole who chose the further study only route.
- 9.8% of graduates with an unseen disability were assumed to be unemployed at the time of the survey, much higher than the 6.1% recorded for the previous year. The proportion of graduates with an unseen disability who were thought to be unemployed was however lower than the corresponding percentage for disabled graduates as a whole (10.8%). It was, though, higher than the percentage of non-disabled graduates who were thought to be unemployed (8.2%).
- 6.9% of graduates with an unseen disability went in to manager and administrator occupations. This was lower than the corresponding figure of 8.1% of this group who went into these occupations in 2007 and lower than the percentage of 7.6% of the disabled graduates as a whole and 7.7% of their non-disabled peers who were employed in manager and administrator roles.
- 27.9% of this group entered professional occupations (higher than the figure of 27.3% for the previous two years). This is also higher than the percentage of the disabled graduates as a whole who went into professional occupations and equal to the corresponding figure for non-disabled graduates.

5.3 Blind/Partially Sighted

Figure 8: Destinations of 2008 Disabled Graduates: Blind/Partially Sighted

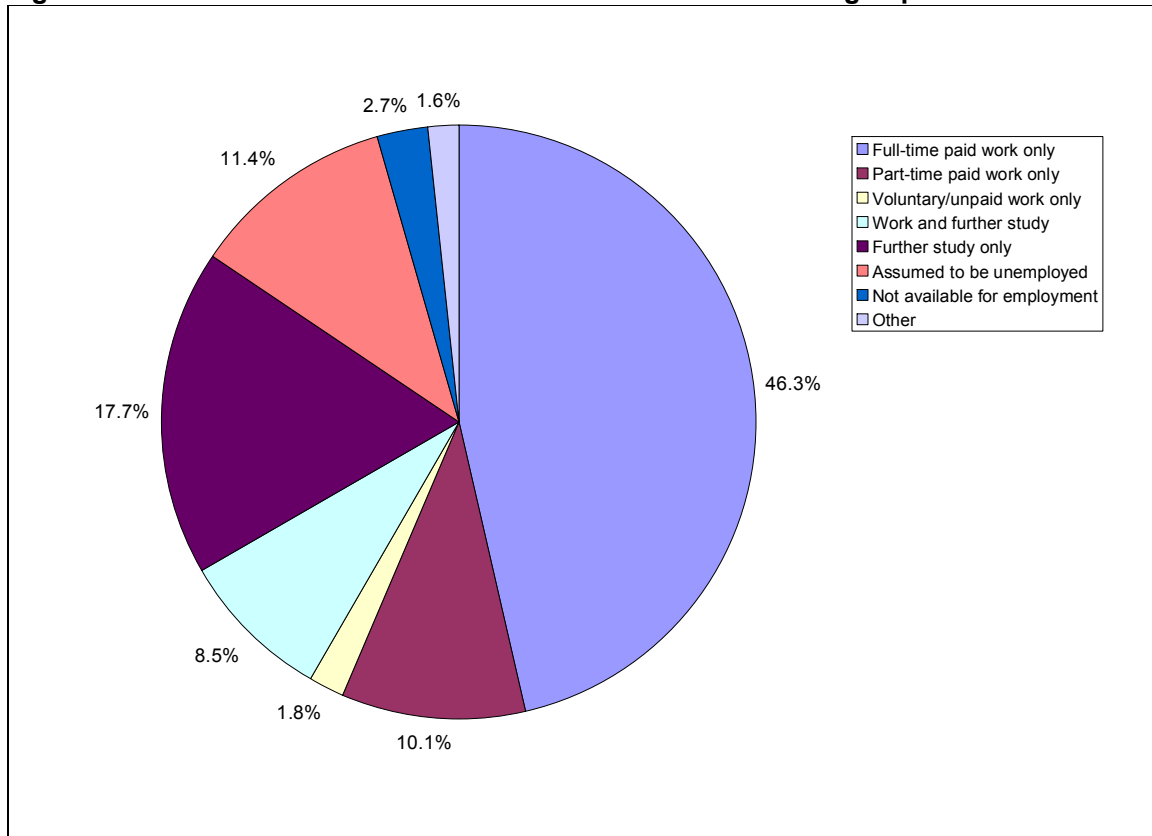


Key findings

- 40.4% of blind/partially sighted graduates were in full time employment. This shows a significant decrease from the corresponding 44.7% recorded for this group in the previous year's survey. This percentage is lower than both the proportion of disabled graduates as a whole (47.5%) and the proportion (51.9%) of non-disabled graduates who entered full time employment after graduation.
- 19.2% of blind/partially sighted graduates went on to further study only in the current survey period. This represents a slight decrease from last year's figure of 20.7%. It is, however, higher than the 16.7% of non-disabled graduates who went on to further study, and higher than the 15.7% of disabled graduates as a whole who chose the further study only route.
- 15.3% of blind/partially sighted graduates were assumed to be unemployed. This is very much higher than the 9.1% recorded for the previous year. The proportion of this group who were unemployed was also significantly greater than the corresponding percentage for disabled graduates as a whole (10.8%) and much higher than the percentage of non-disabled graduates who were unemployed (8.2%).
- 4.3% of blind/partially sighted graduates went in to manager and administrator occupations. This was lower than the corresponding figure of 7.0% of this group who went into these occupations in 2007. Moreover, it was lower than the 7.6% of the disabled graduates as a whole and 7.7% of their non-disabled peers in the present survey who were successful in going into manager and administrator roles.
- 29.8% of this group entered professional occupations. This is higher than the percentage of the disabled graduates as a whole (24.9%) who went into these roles and also higher than 27.9% of non-disabled graduates entering professional occupations.

5.4 Deaf/Hearing Impairment

Figure 9: Destinations of 2008 Disabled Graduates: Deaf/Hearing Impairment

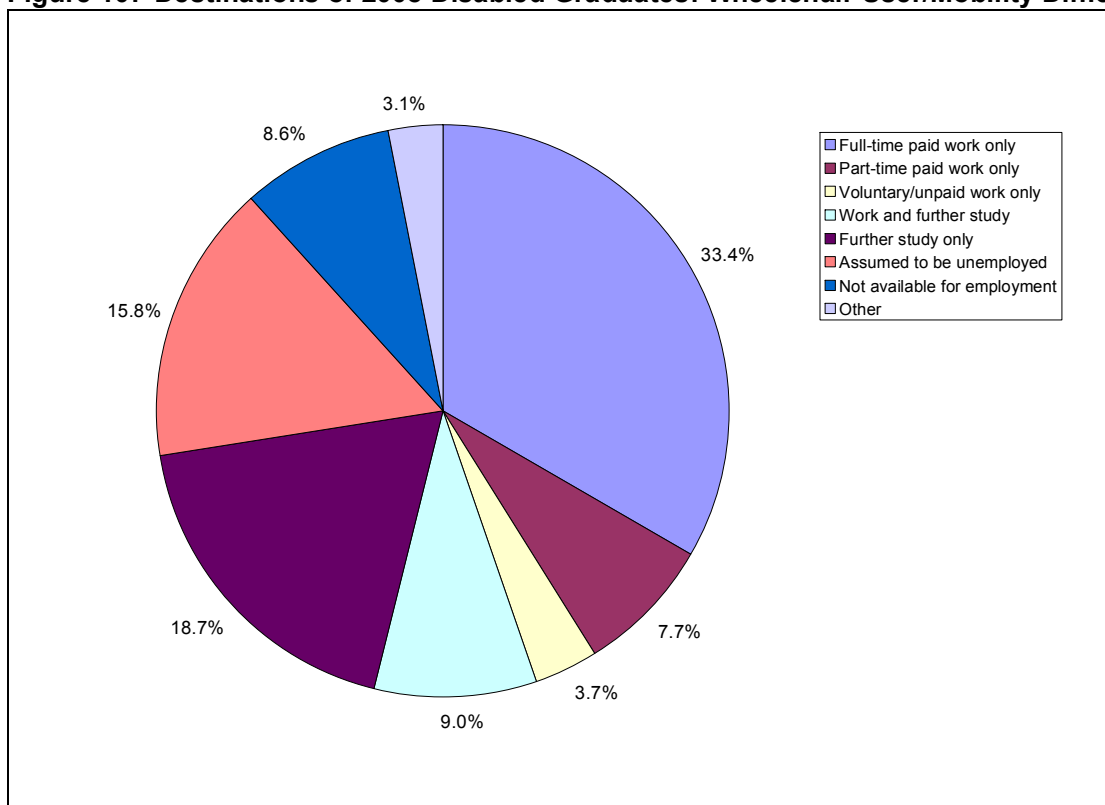


Key Findings

- 46.3% of deaf/hearing impaired graduates entered full-time paid work only (a decrease from the previous year's figure of 50.3%). In comparison, 49.9% of disabled graduates overall and 51.9% of non-disabled graduates were in full time employment.
- 17.7% of these graduates entered further study only; a slight decrease from the 18.2% recorded for this group in the previous survey. This is higher than the 16.8% of disabled graduates overall and higher than the 16.2% of non-disabled graduates who opted for further study only.
- 11.4% of the graduates with hearing difficulties were believed to be unemployed at the time that the data was collected. This is significantly higher than the corresponding figure of 6.4% recorded in the survey for 2007.
- 6.5% of this group entered management and administration occupations, higher than the figure of 4.3% who went into these jobs at the time of the previous survey, but lower than the figure of 7.6% of disabled graduates as a whole, and lower than the (7.7%) of non-disabled graduates going into manager and administrator roles in this survey.
- 27.6% of graduates in this category entered professional occupations, a decrease from the 29.1% recorded for this group in the previous survey. The figure of 27.6% is greater than the 24.9% of disabled graduates overall, but slightly lower than the 27.9% of non-disabled graduates who went into professional roles.

5.5 Wheelchair User/Mobility Difficulties

Figure 10: Destinations of 2008 Disabled Graduates: Wheelchair User/Mobility Difficulties

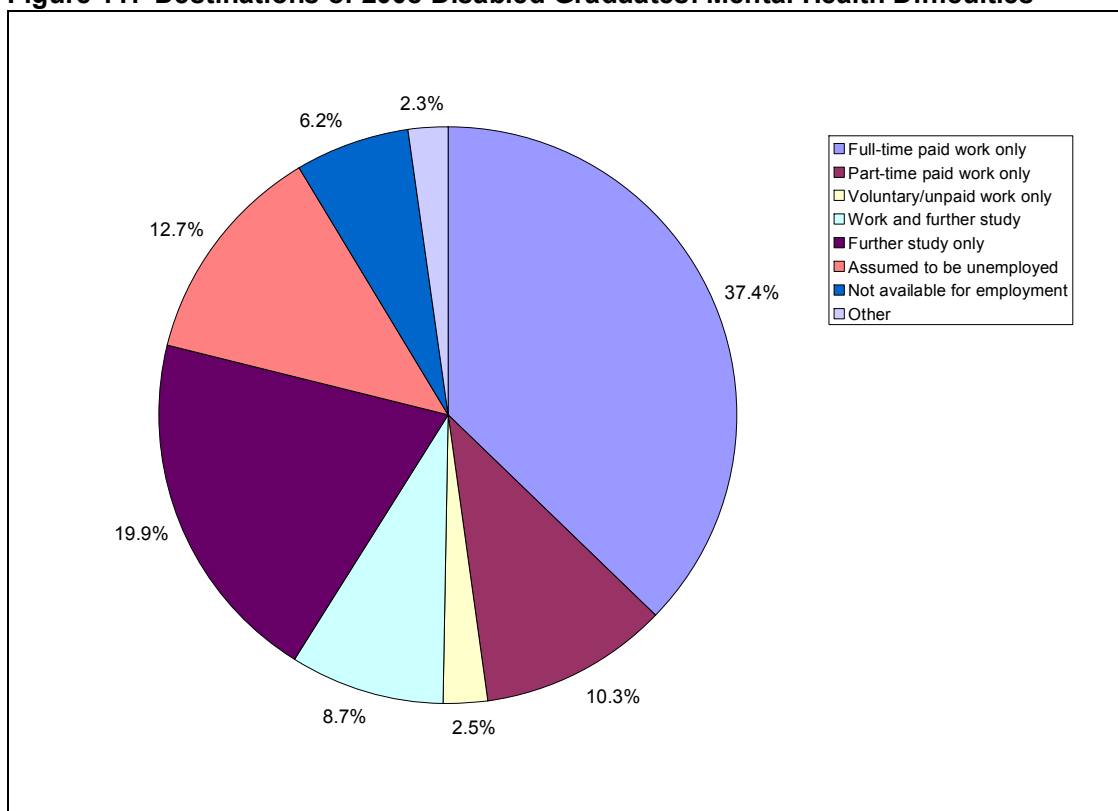


Key Findings

- 33.4% of graduates who are wheelchair users or have mobility difficulties were in full-time paid work only, a very significant decrease from last year's figure of 42.3%.
- The figure of 33.4% is a much lower than the percentage (47.5%) of disabled graduates overall and non-disabled graduates (51.9%) who went into full time employment.
- 18.7% (a decrease from last year's 23.4%) went on to further study only compared with 15.7% of disabled graduates overall and 16.7% of non-disabled graduates.
- 15.8% of the graduates with mobility difficulties were assumed to be unemployed. This is much higher than the figure of 9.9% recorded for this group in the previous survey and is also much higher than the 10.8% of disabled graduates overall who were unemployed. The percentage of 15.8% is also very substantially greater than the 8.2% unemployment rate recorded for non-disabled graduates.
- 7.8% of employed graduates from this group entered management and administration occupations, a slight increase on last year's 7.5%. This compares well with the 7.6% of disabled graduates overall and 7.7% of non-disabled graduates who went into these career fields.
- 28.6% of graduates who were wheelchair users or had some form of mobility difficulties entered professional occupations, up from 27.3% the previous year. It is also higher than the proportion of disabled graduates overall (24.9%) and non-disabled graduates (27.9%) who went into professional occupations at the time of the present survey reported here.

5.6 Mental Health Difficulties

Figure 11: Destinations of 2008 Disabled Graduates: Mental Health Difficulties

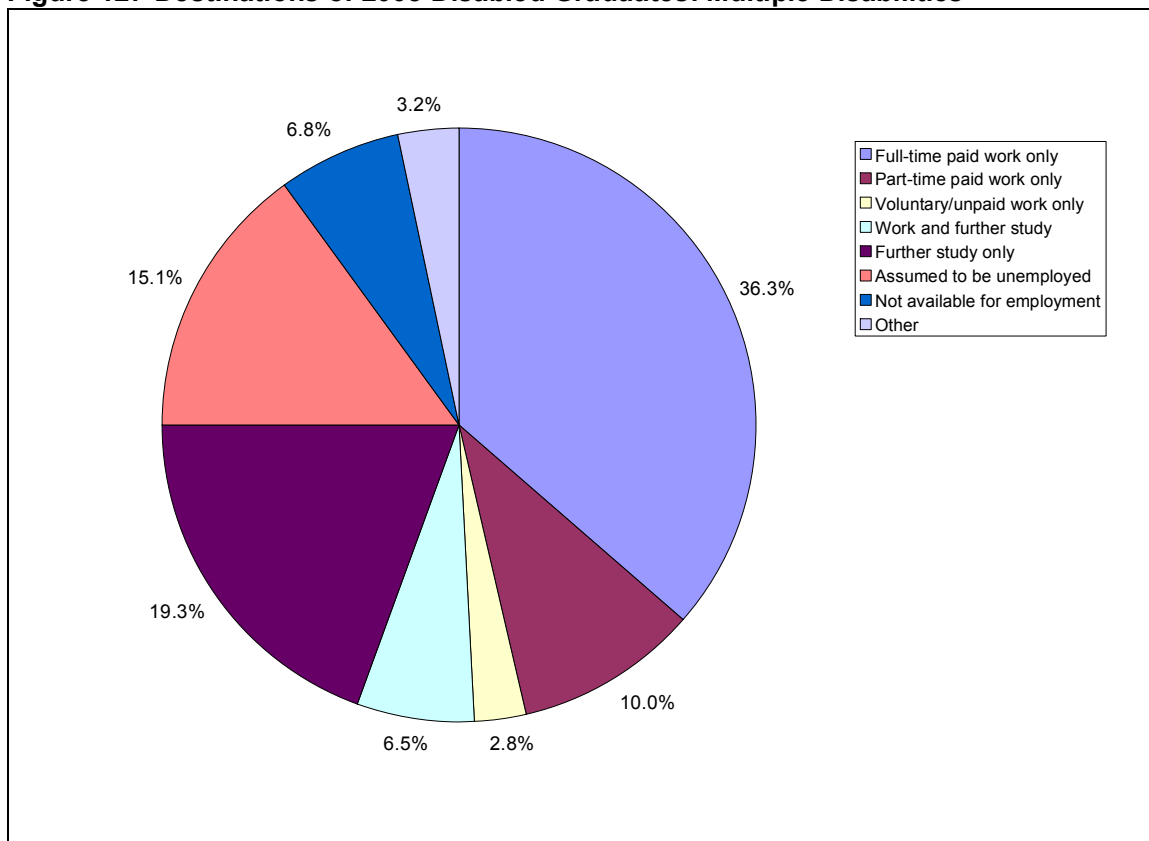


Key Findings

- 37.4% of graduates with mental health difficulties were in full-time paid work only. This is virtually unchanged from the previous year (37.5%). However, it is still significantly lower than the corresponding figure of 47.5% of disabled graduates overall who were in full time employment only and the figure of 51.9% of non-disabled graduates who had gone into employment.
- 19.9% of graduates with mental health difficulties were in further study, a decrease from 21.9% in the previous survey. This compares to 15.7% disabled graduates in further study and 16.7% of non-disabled graduates.
- 12.7% of graduates with mental health difficulties were assumed to be unemployed, a rise from the corresponding 10.9% the previous year. This unemployment rate is higher than the overall rate for disabled graduates (10.8%) and non-disabled graduates (8.2%).
- 8.1% of employed graduates with mental health difficulties entered management and administration. This shows an encouraging and significant increase from the previous survey (2.9%). This is also higher than the corresponding percentages of 7.6% of disabled graduates as a whole and 7.7% of non-disabled graduates who went into management and administration.
- In contrast, there was a reduction in the numbers (21.1%) of employed graduates with mental health difficulties who entered professional occupations. This figure declined from the 26.7% recorded for this group in the previous survey and is lower than the corresponding percentages of 24.9% of disabled graduates overall and 27.9% of non-disabled graduates who went into professional occupations.

5.7 Multiple Disabilities

Figure 12: Destinations of 2008 Disabled Graduates: Multiple Disabilities



This is the first year that this report has looked at this category of disability, so no data is available from previous years for comparison.

Key Findings

- 36.3% of graduates with multiple disabilities were in full-time paid work only at the time of the study. This is very much lower than the figures of 47.5% of disabled graduates overall and 51.9% of non-disabled graduates who also went into full time employment only.
- 19.3% of graduates with multiple disabilities were in further study. This is higher than the 15.7% of disabled graduates overall and the 16.7% of non-disabled graduates who also chose full time study only after graduation.
- 15.1% of graduates with multiple disabilities who were unemployed. This is much higher than the 10.8% of disabled graduates as a whole and 8.2% of non-disabled graduates who were also believed to be unemployed at the time of this survey.
- 7.9% of employed graduates with multiple disabilities entered management and administration occupations. This is slightly higher than the corresponding percentages of 7.6% of disabled graduates as a whole and 7.7% of non-disabled graduates who went into management and administration roles.
- 26.7% of employed graduates with multiple disabilities entered professional occupations. This compares with the figure of 24.9% of disabled graduates overall and 27.9% of non-disabled graduates who went into professional occupations.

5.8 Unemployment Time Series by Disability Type

For this first time this report will look at unemployment time series by disability type.

Table 13 shows that unemployment rates fell for both disabled and non-disabled graduates overall up to 2007, but rose in 2008. Unemployment increased amongst non-disabled graduates from 5.6% in 2007 to 8.2% in 2008 and increased by a slightly greater amount (7.8% to 10.8%) for disabled graduates over the same period. Between 2007 and 2008 unemployment increased for disabled graduates in all the specific categories of disability used in the study.

Table 13: Unemployment Rates (time series by disability type)

	2005	2006	2007	2008
No known disability	6.4	6.2	5.6	8.2
Disabled	8.9	8.7	7.8	10.8
Blind/partially sighted	13.4	13.5	9.1	15.3
Deaf/hearing impairment	11.3	10.1	6.4	11.4
Wheelchair user/mobility difficulties	9.9	14.4	9.9	15.8
Mental health difficulties	11.0	10.9	10.9	12.7
An unseen disability, e.g. diabetes, epilepsy, asthma	7.5	7.5	6.1	9.8
Multiple disabilities	10.8	12.3	8.9	15.1
Autistic Spectrum Disorder	20.6	12.5	16.9	24.4
A specific learning difficulty e.g. dyslexia	8.6	8.2	7.6	9.9
A disability not listed above	9.3	8.8	9.2	11.3

6. Conclusions

The proportion of first degree, full-time mode of study respondents to the DLHE survey in 2008 who were disabled was 9.1%, up from 8.7% in 2007. Further analysis revealed that this increase occurred across virtually every type of disability.

The proportion of both disabled and non-disabled graduates who entered employment in 2008 fell from the previous year, with the decrease being greater for the disabled graduates than their non-disabled peers.

By contrast, the numbers of graduates who were unemployed at the time of the survey went up and the increase was slightly greater for the disabled graduates as a group. This rise in unemployment is likely to have been a direct result of the economic recession.

Analysis also revealed that disabled graduates encountered differing experiences of the labour market according to their disability. For example, graduates with a SpLD and those with unseen disabilities entered employment, particularly graduate level employment, and experienced rates of unemployment which were similar to those experienced by non-disabled graduates.

However, many graduates experiencing other forms of disability, such as those with multiple disabilities, mental health issues or mobility difficulties, experienced rates of unemployment which were higher, and in some instances much higher, than the average. The analysis also found that some of these graduates encountered greater difficulty in gaining employment, including graduate employment.

For those who went into employment there were similarities between disabled and non-disabled graduates in terms of the type of industry entered and the percentages of both disabled and their non-disabled peers finding graduate level employment. However, there were slightly more non-disabled graduates progressing into professional occupations and more disabled graduates going into associate professional job roles. Similar proportions of disabled and non-disabled graduates entered "management and administration" occupations.

The starting salaries of graduates also showed some interesting comparisons. Whilst the range of salaries from the lowest to the highest varied widely, there was throughout a fairly close similarity between the starting pay for both the disabled and non-disabled graduates, with the most commonly occurring salary band for each being in the £15,001 – £20,000 per annum bracket.

For many years self employment has been a route chosen by a small number of graduates. Appendix 1 in this report indicates that the proportion of disabled graduates (4.3%) who chose self employment in 2008 was noticeably higher than the corresponding figure of 2.4% for non-disabled graduates.

The data presented in this report indicates that disabled graduates have, as in previous years, been able to achieve some significant successes in the graduate employment market. However, this needs to be viewed in the context that a number of graduates, especially some of those with particular types of disability have continued to encounter difficulties in the labour market. Thus, specific types of disability do seem to influence the transitions of some disabled graduates.

Appendices

Table 14: Employment Circumstances of Disabled and Non-Disabled Graduates

	No known disability	No known disability %	Disabled	Disabled %
Employed full-time in paid work	98365	54.4	8645	47.8
Employed part-time in paid work	20860	11.5	2230	12.3
Self-employed/freelance	4400	2.4	770	4.3
Taking time out in order to travel	6310	3.5	650	3.6
Due to start a job within the next month	1390	0.8	145	0.8
Unemployed & looking for employment, further study or training	14625	8.1	1915	10.6
Not employed but NOT looking for employment, further study or training	8620	4.8	955	5.3
Something else	22460	12.4	2080	11.5
Voluntary work/other unpaid work	2820	1.6	430	2.4
Permanently unable to work/retired	80	0.0	50	0.3
Temporarily sick or unable to work/looking after the home or family	950	0.5	220	1.2
Total	180875	100.0	18095	100.0

Table 15: Standard Occupational Classification by Disability

	No known disability	Disabled	Specific learning difficulty	An unseen disability e.g. diabetes epilepsy asthma	Blind/partially sighted	Deaf/hearing impairment	Wheelchair user/have mobility difficulties	Mental health difficulties
Managers & Administrators	7.7	7.6	7.9	6.9	4.3	6.5	7.8	8.1
Professional Occupations	27.9	24.9	23.3	27.9	29.8	27.6	28.6	21.1
Associate Professional & Technical Occupations	30.2	33.1	34.2	32.0	33.2	34.1	32.7	27.0
Clerical & Secretarial Occupations	11.7	10.1	9.2	11.2	7.7	8.9	13.5	14.2
Craft & Related Occupations	0.9	1.5	2.0	0.6	1.0	0.8	0.8	0.9
Personal & Protective Service Occupations	5.5	7.0	7.3	5.8	5.8	10.3	4.9	9.7
Sales Occupations	10.7	9.8	9.4	10.8	12.0	7.6	8.2	10.8
Plant & Machine Operatives	0.4	0.5	0.6	0.5	1.0	0.0	0.0	0.2
Other Occupations	5.1	5.6	6.1	4.4	5.3	4.1	3.7	8.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Graduate (SOC 1-3)	65.7	65.5	65.4	66.8	67.3	68.3	69.0	56.2
Non-graduate (SOC 4-9)	34.3	34.5	34.6	33.2	32.7	31.7	31.0	43.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Graduate employment marker								
Graduate employment	64.7	64.8	64.6	66.1	65.9	67.2	69.4	56.0
Non-Graduate employment	35.3	35.2	35.4	33.9	34.1	32.8	30.6	44.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0