



What Happens Next?

*A Report on the First Destinations of
2009/2010 Disabled Graduates*

AGCAS Disability Task Group
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Written by members of the Association of Graduate Careers Advisory Services (AGCAS)

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Executive Summary

The Destinations of Leavers from Higher Education survey undertaken every year by UK higher education institutions continues to provide the most valuable indicator of the worth of a degree. The survey collects data from graduates approximately six months on from completion of their studies and focuses on their current activities. This data is used as one of several benchmarks to rank universities on their overall performance in publications such as *The Times Good University Guide*. Since 2002, the Association of Graduate Careers Advisory Services (AGCAS) has funded research, undertaken by the Disabilities Task Group, into the destinations of disabled graduates. Over the last nine years the “What Happens Next” report has provided real evidence of the effect of a disability on a graduate’s prospects in the labour market. For the most part the reports have indicated that disabled graduates generally fare better than had generally been assumed previous to the report’s inception. The recently published, government commissioned, report “Getting in, Staying in and Getting on: Disability Employment Support Fit for the Future”¹ indicates that across the general population (graduates and non graduates) there still exist extreme disparities between the employment circumstances of disabled and non-disabled individuals. That report also records, however, the significant improvement to a disabled graduate’s employment fortunes a degree level qualification can make.

This year’s report indicates a certain level of stability returning to the graduate labour market following last year’s severe downturn, showing increases in both employment rates generally and graduate level employment specifically for both disabled and non disabled graduates.

Key findings

- The proportion of both disabled and non-disabled graduates entering employment in 2010 rose clearly this year with the rate of increase for disabled graduates slightly higher than for their non disabled peers.
- The numbers of graduates choosing “further study only” as an option following graduation decreased slightly this year for both disabled and non disabled graduates - though the percentage decrease for those choosing this option was greater among disabled graduates.
- Unemployment levels decreased for both groups with the rate of decrease marginally greater for disabled graduates.
- The proportion of graduates entering “graduate level” employment improved this year, with, for the first time, higher proportions of disabled graduates in graduate level employment than non disabled graduates.
- Nature of disability continues to affect leavers’ prospects, with graduates with a ‘Specific Learning Disability’ and those with “unseen disabilities” generally achieving more favourable outcomes than those with more apparent disabilities.
- The notable exception to this trend occurred among Deaf/Hearing Impaired graduates who provided this year’s most positive story. Higher levels of graduates from this group entered graduate level occupations than any other category of graduates – disabled or non disabled whilst unemployment levels for this group were the lowest of any disabled category.
- Graduates who are wheelchair users, or have mobility difficulties exhibited the lowest levels of full-time employment and the highest levels of unemployment.
- There was little difference in the types of industries both sets of graduates entered. The sector attracting the highest numbers of both disabled and non disabled graduates was “Human Health and Social Work”. The sector demonstrating greatest disparity was “Financial and Insurance Activities” with significantly fewer disabled graduates entering this area.
- There was similarity between disabled and non disabled graduates in terms of the occupations they entered. This year saw identical percentages entering “management” level occupations.
- A significantly higher proportion of disabled graduates chose self employment as an option than non disabled graduates.
- Earnings of disabled graduates compared well with non disabled graduates although average starting salaries remained at 2009 levels for both groups.

¹ “Getting in, Staying in and Getting on: Disability Employment Support Fit for the Future. A Review to Government by Liz Sayce”

1. Background and Introduction

1.1 Context

In the academic year 2009/2010 282,335 UK and other EU domiciled students graduated from UK universities with a first degree, obtained through a full-time mode of study². Approximately six months later these graduates were contacted by their respective universities to complete the Destinations of Leavers from Higher Education (DLHE) survey, the results of which are published by the Higher Education Statistics Agency (HESA).

This report is based on analysis of data from the 213,390 leavers that responded to the survey, of this number 9.6% (20,450) identified themselves, during the period of their studies, as having either a disability or learning difficulty. What happened to these disabled graduates? How successful were they in gaining employment? How did the jobs and sectors they entered compare to those of their non-disabled peers? This report seeks to answer these questions and to challenge the widely established views on the opportunities available to disabled graduates.

1.2 Higher Education Careers Services and Disability

In recent years widening participation activities have occupied the agenda of most UK higher education institutions. 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). Specialist legislation in many of these areas, including the Disability Discrimination Acts (now subsumed within the Equality Act), has put further pressure on services to demonstrate commitment to support activities. This report is of significant value to services wishing to gain a greater understanding of the challenges facing their disabled students.

1.3 AGCAS Disability Task Group

This is the tenth year this report has been produced. It is now written by members of AGCAS's Disability Task Group. AGCAS provided the funding to obtain the DLHE survey data from HESA.

1.4 Impact of the Report

Since its inception the report has attracted significant interest from parties committed to supporting disabled graduates. It 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 DTG were invited to the main political party conferences to share and discuss the findings of the report.

1.5 What this Report Measured

The aim of the report was to see how the destinations of disabled and non-disabled graduates compared, and whether these groups entered comparable employment. Features particular to the experience of graduates with specific disabilities were highlighted. The report analyses the first destinations of those completing a first degree on a full-time basis. It does not give details of the destinations of part-time first degree graduates, postgraduates, foundation degrees or diploma qualifiers.

1.6 Notes on Terminology

The term "disabled graduates" describes those graduates who identified themselves as having a disability / learning difficulty during the period of their studies. The term "non-disabled graduates" refers to the cohort of graduates in the survey who did not declare themselves to have a disability of

² Source: HESA website, Table 17 - HE qualifications obtained by location of HE institution, mode of study, domicile, gender, level of qualification and class of first degree 2009/10.

any kind. Due to the provisions of the Data Protection Act 1998 and the Human Rights Act, 1998, HESA implements a strategy in published tabulations designed to prevent the disclosure of personal information about any individual. This strategy involves rounding all numbers to the nearest five. The percentage figures quoted in tables and throughout the text are the more accurate figures.

For brevity, in the text throughout the remainder of this report the 2009/10 DLHE survey is referred to as “2010”, whilst the 2008/09 survey is referred to as “2009”. In the headings the full academic year will be stated.³

1.7 First Degree, Full-time mode of study, 2009/2010 DLHE respondents

- Total number of first degree, full-time mode of study leavers responding to DLHE survey: 213,390 (the equivalent figure for leavers from 2009 was 205,340).
- Total number of non-disabled graduates: 191,690 (184,015 in 2009).
- Total number of disabled graduates: 20,450 (19,350 in 2009).
- The percentage of disabled graduates in 2009/2010 from the total of all graduates with known classification: 9.6% (the 2009 figure was 9.4%).
- The number of disabled graduates increased by 1,100 (a 5.7% rise) in just one year.

1.8 Disabled First Degree, Full-time mode of study, 2009/2010 DLHE respondents by Specific Disability

Table 1: Disabled respondents to DLHE survey by disability type, 2005/06 to 2009/10

Disability	2005/06	2006/07	2007/08	2008/09	2009/10	% change 05/06 – 09/10
A specific learning difficulty e.g. dyslexia	8490	9515	10540	11480	12125	42.8
Blind/Partially Sighted	305	330	360	345	355	16.4
Deaf / Hearing Impairment	505	545	555	610	580	14.9
Wheelchair User / Mobility Difficulties	405	435	455	455	455	12.3
Personal Care Support	15	15	15	10	15	0.0
Mental Health Difficulties	455	590	755	945	1090	139.6
Autistic Spectrum Disorder	40	90	125	185	260	550.0
An Unseen Disability	2560	2715	2765	2800	2780	8.6
Multiple Disabilities	580	715	750	835	955	64.7
A Disability Not Listed Above	1540	1485	1775	1685	1835	19.2
Total	14895	16435	18095	19350	20450	37.3

The numbers of disabled graduates responding to the 2010 survey increased in most categories from the previous year. Graduates with a specific learning difficulty formed the largest single category once again⁴. The largest percentage increases from the previous year were seen amongst students who indicated that they were autistic – a 41% increase on the previous year- and those who reported mental health difficulties.

³ Previous copies of the survey can be accessed on the [AGCAS](#) website.

⁴ 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 2: Destinations of Disabled Graduates Compared with Non-disabled Graduates

Activity	Non disabled	%	Disabled	%
Full-time paid work only (including self-employed)	93920	49.0	9310	45.5
Part-time paid work only	22980	12.0	2460	12.0
Voluntary/unpaid work only	3895	2.0	640	3.1
Work and further study	13965	7.3	1455	7.1
Further study only	31590	16.5	3135	15.3
Assumed to be unemployed	16895	8.8	2330	11.4
Not available for employment	6270	3.3	790	3.9
Other	2180	1.1	330	1.6
Total	191690	100.0	20450	100.0

2.1 Summary of Findings

This year's survey reveals a clear improvement in fortunes for both disabled and non disabled graduates as the above table illustrates. For most categories fairly small changes were recorded between 2009 and 2010. However, those changes are mostly positive with higher percentages of both groups in full time employment and the numbers of those unemployed decreasing for both categories. The increase in the numbers of disabled graduates entering full time work was actually greater than the corresponding increase for disabled graduates indicating, as with last year's report, that the economic recession has not left disabled graduates at a particular disadvantage.

- 45.5% of disabled graduates were in full-time work compared with 49.0% of non-disabled graduates. This compares with 42.4% and 46.2% respectively last year indicating a fairly healthy increase in fortunes for both groups with the percentage of disabled graduates in full time work increasing by a greater margin than non disabled graduates.
- 12.0% of disabled graduates were in part-time work (an increase from 11.3% in 2009), comparable with the same figure of 12% of non-disabled graduates (11.5% in 2009).
- 7.1% of disabled graduates opted for work and further study in 2010, a decrease from 7.6% in 2009. There was also a slight decrease in the numbers of non-disabled graduates, 7.3%, choosing this option, down from 7.6% in 2009.
- The percentages of both disabled and non-disabled graduates who went on to further study only as an option decreased, quite significantly, between 2009 and 2010: 15.3% of disabled graduates were in further study only compared with 17.9% in 2009. By contrast, 16.5% of non-disabled graduates chose further study only, a decrease on the corresponding figure (18.5%) for 2009.
- In 2010, the percentage of disabled graduates who were assumed to be unemployed stood at 11.4%, a decrease from 12.1%, in 2009. The corresponding figures for non-disabled graduates believed to be unemployed in 2010 also decreased from 9.3% to 8.8%.
- 3.9% of disabled graduates were not available for employment. This was lower than the corresponding figure of 4.5% in 2009. The proportion of non-disabled graduates not available for work also dropped; from 3.7% in 2009 to 3.3% in 2010.
- 4.8% of disabled graduates were self employed. This shows an increase on 2009's figure of 4.2%, and is significantly higher than the 2.9% of non-disabled graduates self employed in 2010 (see Appendix 1).

Figure 1: Destinations of 2009/10 Non-disabled Graduates

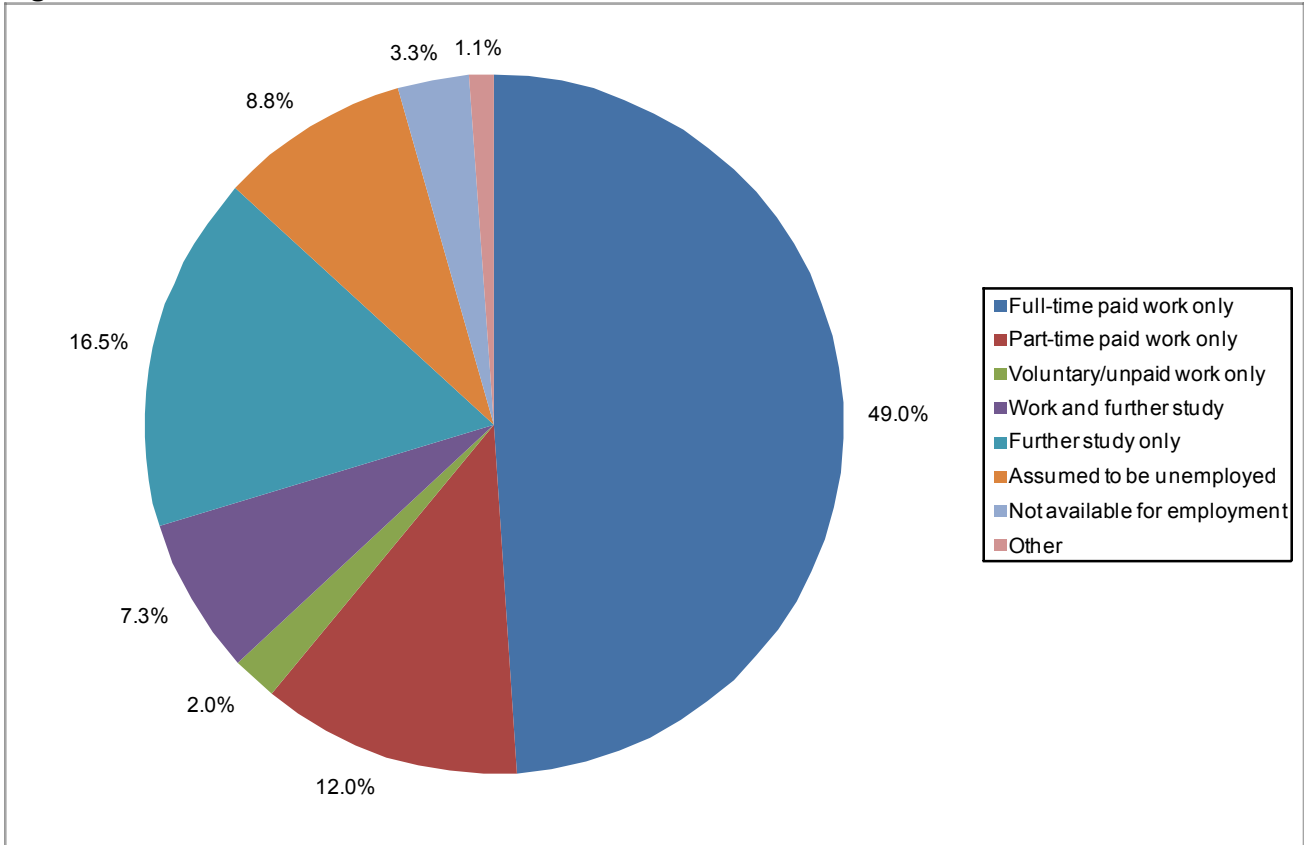
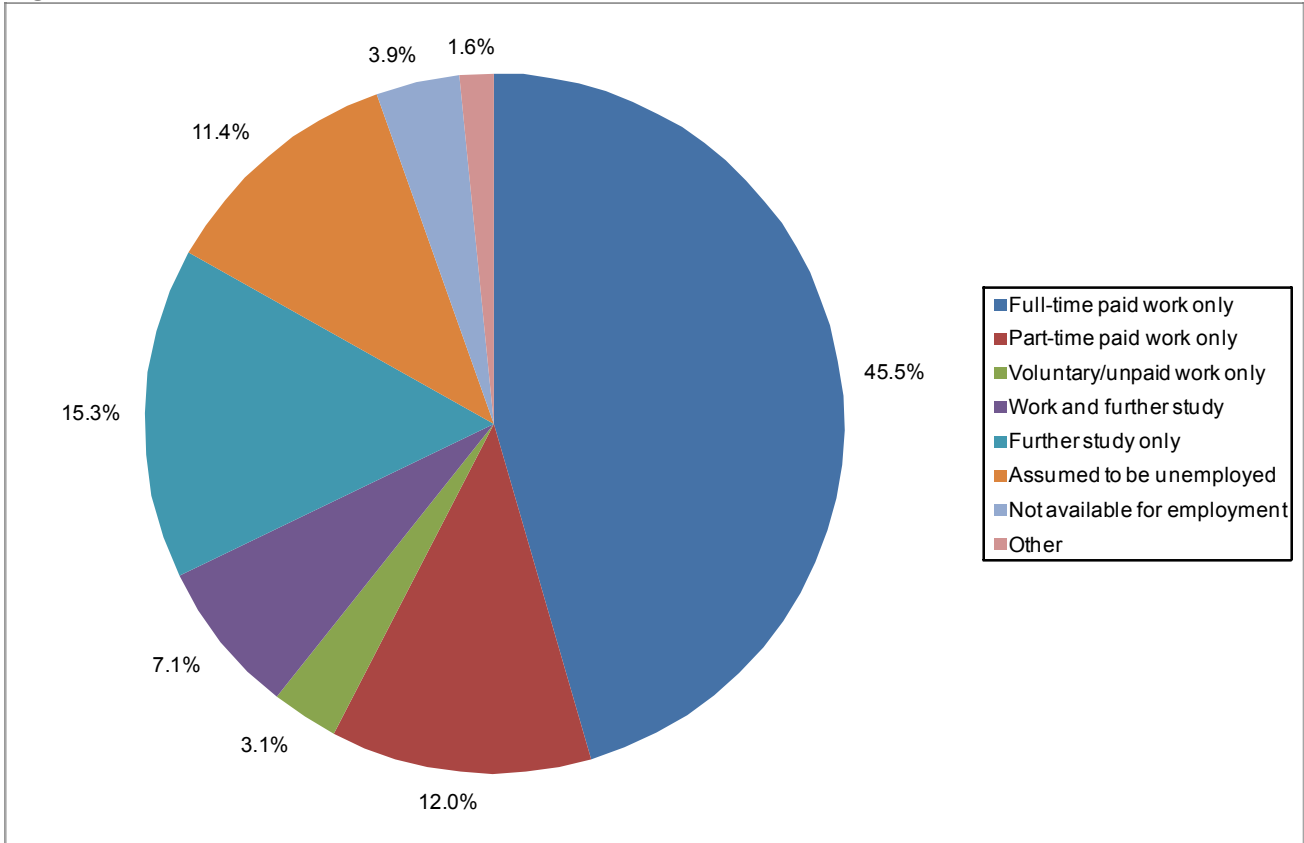


Figure 2: Destinations of 2009/10 Disabled Graduates



3. Standard Industrial Classification/Type of Employer

This section identifies the industries entered by 2010 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 3: Standard Industrial Classification

Standard Industrial Classification	Non disabled	%	Disabled	%
Agriculture, forestry and fishing	425	0.3	80	0.6
Mining and quarrying	440	0.3	35	0.3
Manufacturing	5930	4.4	555	4.0
Electricity, gas, steam and air conditioning supply	690	0.5	45	0.3
Water supply, sewerage, waste management and remediation activities	290	0.2	25	0.2
Construction	1865	1.4	185	1.3
Wholesale and retail trade; repair of motor vehicles and motorcycles	22300	16.6	2085	15.1
Transport and storage	1620	1.2	140	1.0
Accommodation and food service activities	8415	6.3	945	6.8
Information and communication	7685	5.7	810	5.9
Financial and insurance activities	8015	6.0	565	4.1
Real estate activities	1405	1.0	180	1.3
Professional, scientific and technical activities	13960	10.4	1405	10.2
Administrative and support service activities	6315	4.7	660	4.8
Public administration and defence; compulsory social security	5175	3.8	630	4.6
Education	16105	12.0	1685	12.2
Human health and social work activities	25100	18.7	2585	18.7
Arts, entertainment and recreation	6535	4.9	915	6.6
Other service activities	1850	1.4	255	1.9
Activities of households as employers; undifferentiated goods and services producing activities of households for own use	140	0.1	20	0.2
Activities of extraterritorial organisations and bodies	150	0.1	15	0.1
Total	134405	100.0	13820	100.0
Not known/Not applicable	57290		6630	
Grand Total	191690		20450	

- 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 2009.
- The industrial sector attracting the highest numbers of both disabled and non-disabled graduates was: 'Human health and social work' accounting for 18.7% of both sets of graduates. 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 'Financial and insurance activities'. 6.0% of non-disabled graduates chose employment in this sector whereas significantly fewer (4.1%) disabled graduates chose occupations in this field.
- The latter point reflects a continuing divergence in the numbers of non disabled graduates entering this sector compared with disabled graduates. On a more positive note, however, compared to last year's totals of 4.6% of non-disabled graduates and only 3.3% of disabled graduates entering this sector, 2010 demonstrated a clear reversal of the downturn in 2009 back virtually to pre-recession levels (6.1% and 4.1% respectively in 2008).

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 Figures 3 and 4.

- Identical proportions of disabled graduates (7.3%) and non-disabled graduates entered jobs in management and administration. This mirrors the trends of recent years.
- 25.9% of non-disabled graduates entered the professional occupations grouping, a reduction from 2009's figure of 26.6%. By contrast, fewer disabled graduates (23.1%) went into careers in this category, although this represented an increase on last year's figure of 22.6%.
- A higher percentage of disabled graduates entered associate professional and technical occupations (33.3%) compared with non-disabled graduates (30.5%). Both these percentages show slight increases on last year's figures: 32.3% for disabled graduates and 29.0% for non disabled.
- Lower proportions of disabled graduates entered clerical and secretarial occupations: 8.2% of disabled graduates did so compared with 9.4% of their non-disabled peers, representing a decline from 2009, 9.0% and 10.3% respectively.
- A higher proportion of disabled graduates (7.6%) compared to non-disabled graduates (6.1%) went into personal and protective service occupations, figures very similar to those of 2009.
- More non-disabled graduates (13.2%) chose sales occupations than disabled graduates, for whom the figure stood at 11.6%. This represents slight decreases for both groups from 2009, when the figure for disabled graduates was 12.0% and for non-disabled was 13.3%.

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 4: Graduate Level Occupations

	Graduate Level Occupations (SOCs 1,2,3)					Graduate Employment Marker		
	2006	2007	2008	2009	2010	2008	2009	2010
Disabled	64.5	65.8	65.5	62.0	63.7	64.8	61.1	63.3
Non disabled	64.9	67.2	65.7	62.6	63.6	64.7	61.7	62.9

- Following last year's significant decrease in the proportion of graduates (disabled and non-disabled) entering graduate level occupations this year saw a pleasing increase with 63.7% of employed disabled graduates in graduate level employment and 63.6% of non-disabled graduates at the same level. This marks the first time since the initiation of the DLHE survey that disabled graduates have outperformed non disabled graduates (albeit very marginally) in, what might be regarded, as one of the most significant markers of graduate performance.
- An, arguably, 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 63.3% of disabled graduates worked in graduate level roles, compared to 62.9% of non-disabled graduates, confirming the above finding.

Figure 3: Destination of 2009/10 Non-disabled Graduates by SOC Codes

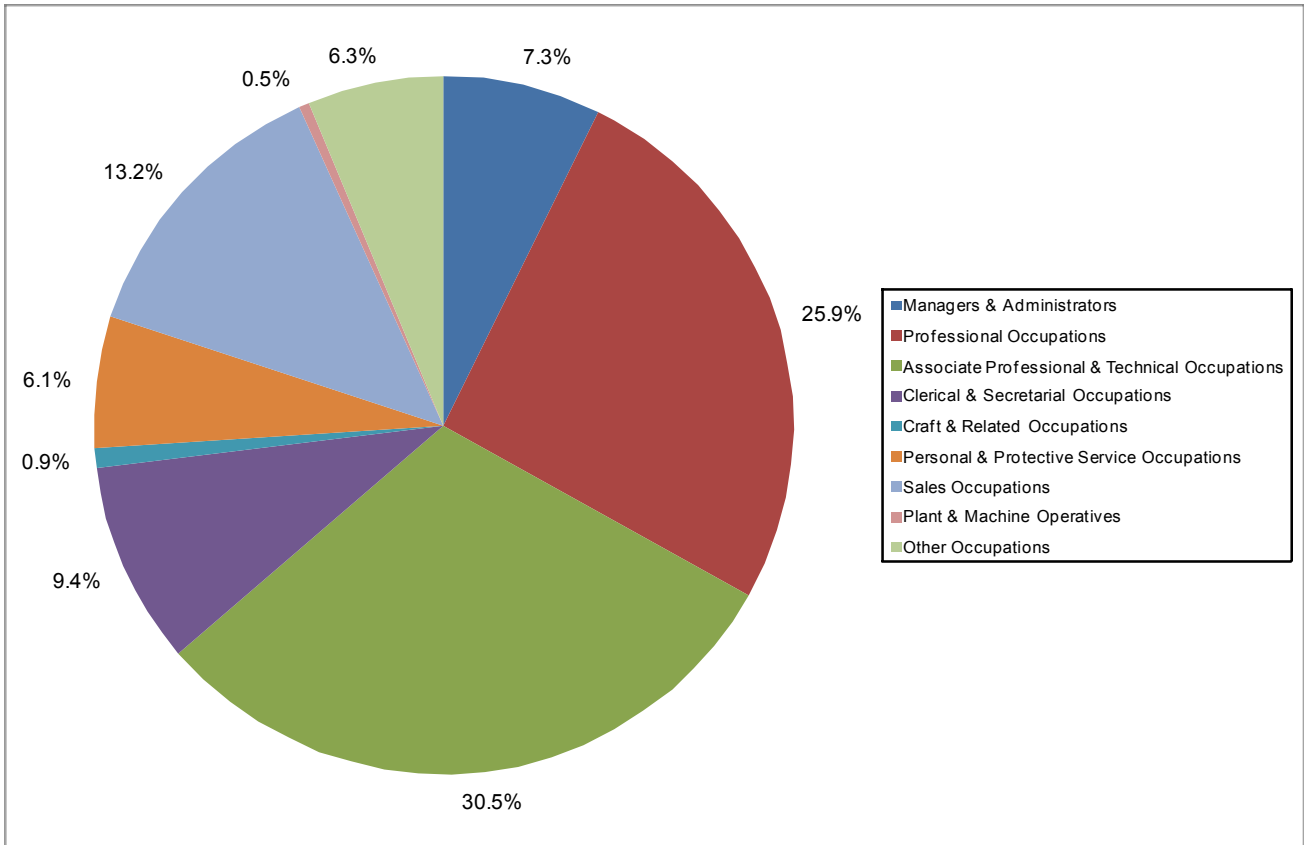
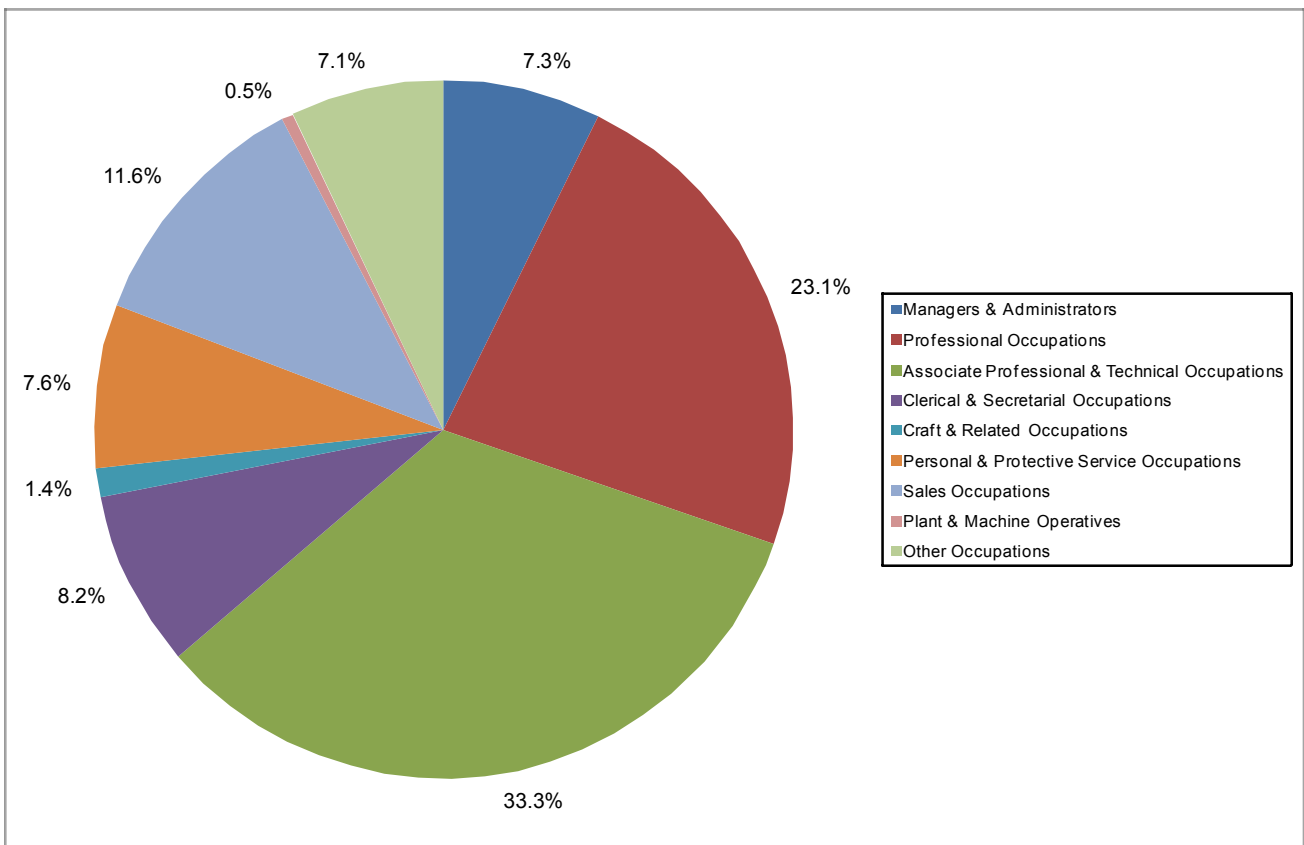


Figure 4: Destination of 2009/10 Disabled Graduates by SOC codes



4.3 Annual Salary of Employed Respondents

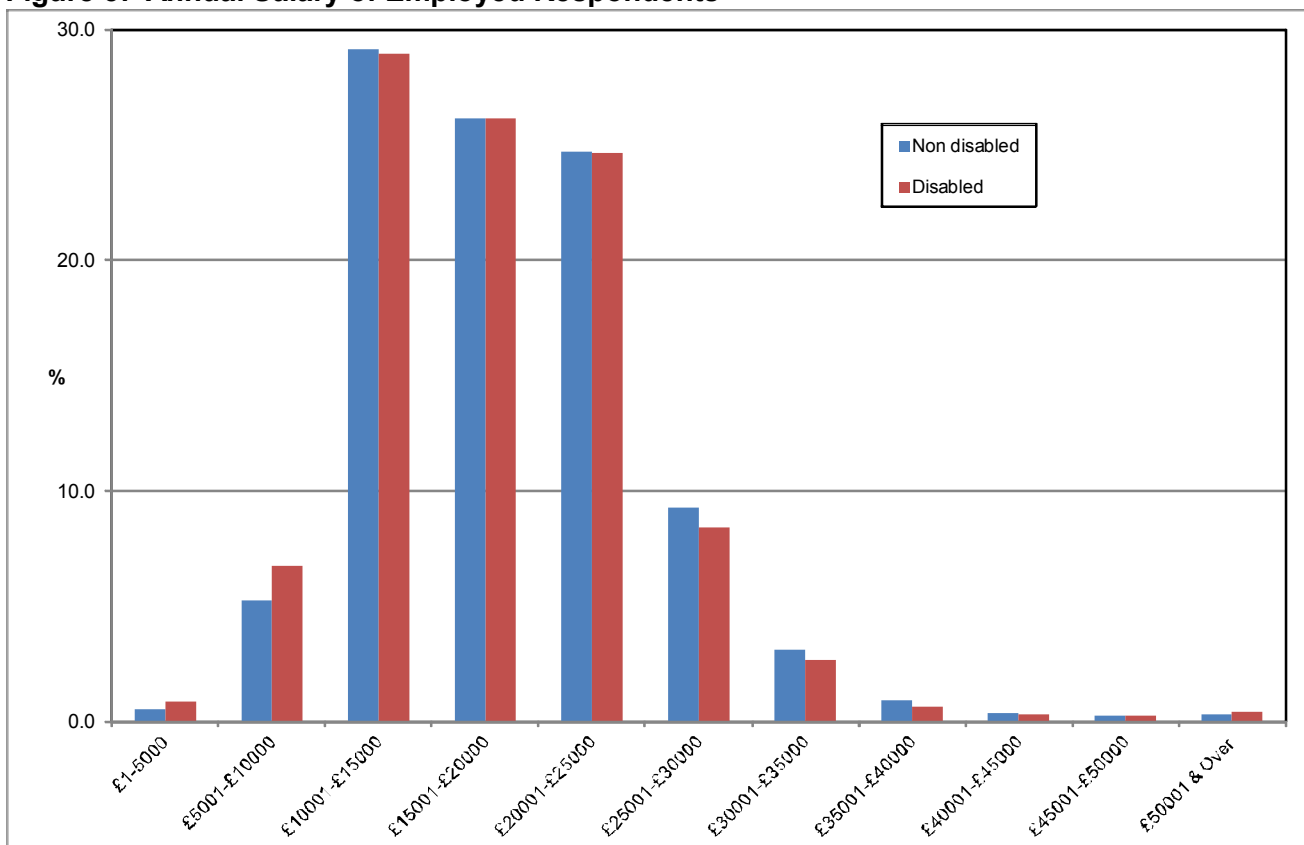
This section of the report examines the annual pro-rata salaries of employed graduates. The figure below indicates that the range of starting salaries for graduates varied very substantially between the lowest and the highest.

In 2010 the most common starting salary for both disabled and non-disabled graduates was in the £10,001 to £15,000 range as it was in 2009 yet still representing a decrease on pre-recession levels in 2008 . This is a decline from 2008, where the most common starting salary was in the £15,001 to £20,000 range for both groups, indicating the continued weakness of the overall labour market.

However despite this salary decrease, the earnings of disabled graduates compared very well with the pay levels of their non-disabled peers in all categories with fractionally higher numbers of disabled graduates earning over £50,000 than non- disabled graduates. 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.

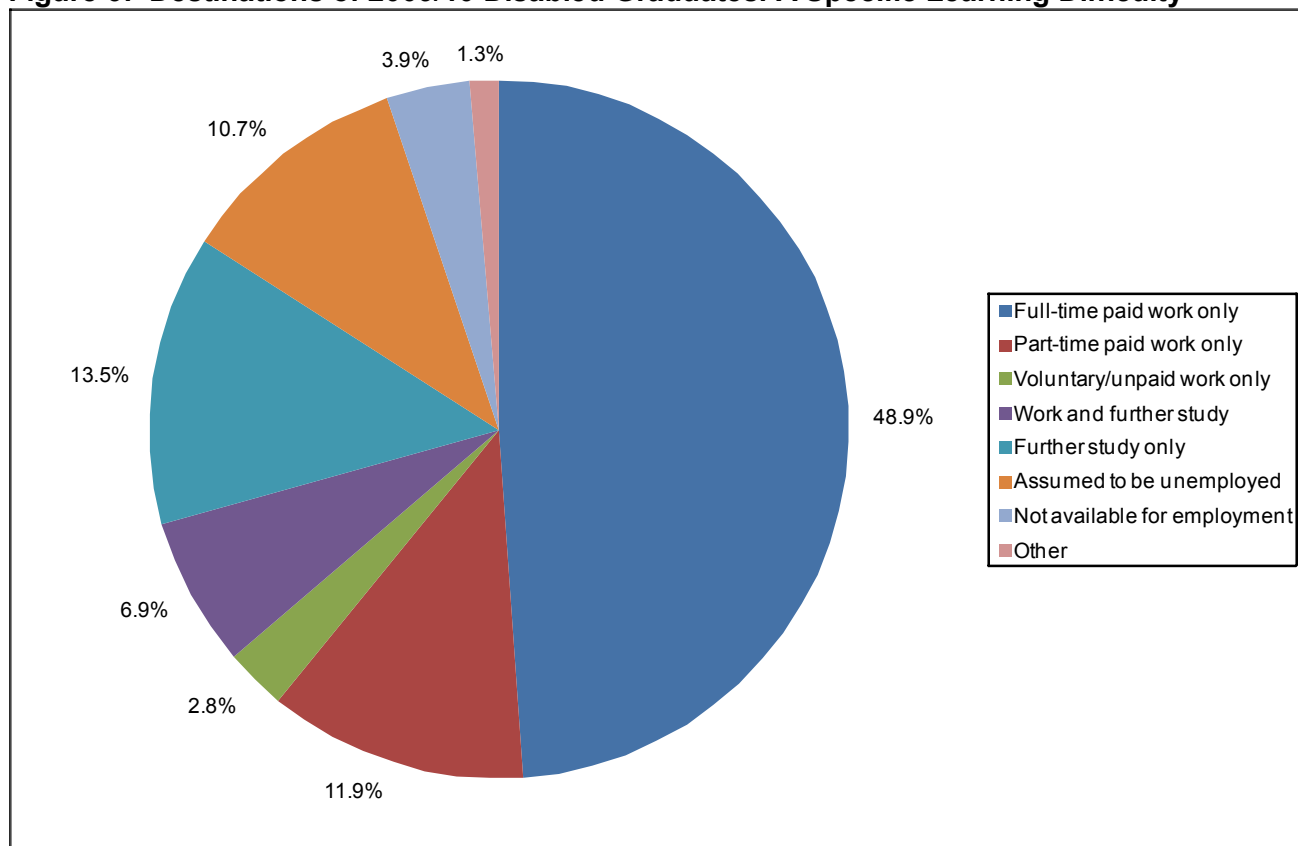
Figure 5: Annual Salary of Employed Respondents



5. Destinations of Disabled Graduates by Disability

5.1 A Specific Learning Difficulty (including dyslexia)

Figure 6: Destinations of 2009/10 Disabled Graduates: A Specific Learning Difficulty

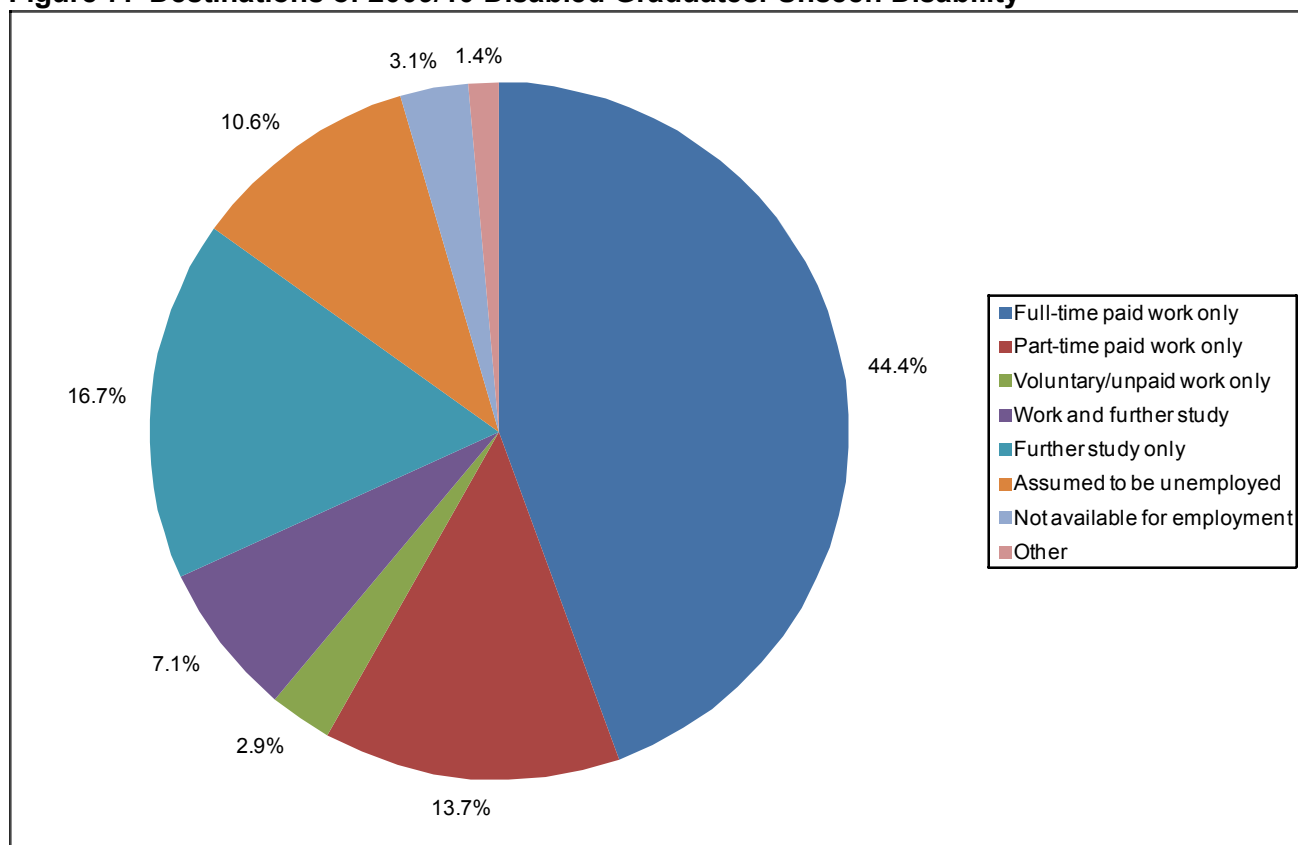


Key Findings

- 48.9% of graduates with a Specific Learning Difficulty (SpLD) entered full-time paid work only, a welcome increase on 2009's 46.1%. In comparison 45.5% of all disabled graduates entered full time paid work and 49.0% of non-disabled graduates did so (see Figures 1 and 2).
- 13.5% of graduates with a SpLD went on to further study only, a significant decrease from 15.8% in 2009. The percentage of graduates with a SpLD progressing on to further study is, however, slightly lower than the 15.3% of disabled graduates as a whole and the 16.5% of non-disabled graduates who chose further study only as an option.
- 10.7% of graduates with a SpLD were believed to be unemployed, an improvement on 2009's figure of 11.2%. The percentage of graduates with a SpLD who were unemployed was lower than the corresponding figure for disabled graduates overall (11.4%) but higher than the 9.3% of non-disabled graduates who were unemployed.
- 7.9% of graduates with a SpLD went into manager and administrator occupations. This was higher than the percentage of 7.3% of disabled graduates as a whole and non-disabled graduates and is the joint highest figure for any group entering this level of employment.
- 21.7% of this group entered professional occupations. This is lower than the percentage of the disabled graduates overall (23.1%) and lower than the proportion of non-disabled graduates (25.9%) entering professional occupations. It was also one of the lowest percentage figures for any individual category of disabled graduates entering these occupations.
- 64.6% of employed graduates in this group entered graduate level employment comparing with the overall average for disabled graduates of 63.3% and 62.9% of non disabled graduates.

5.2 Unseen Disability

Figure 7: Destinations of 2009/10 Disabled Graduates: Unseen Disability

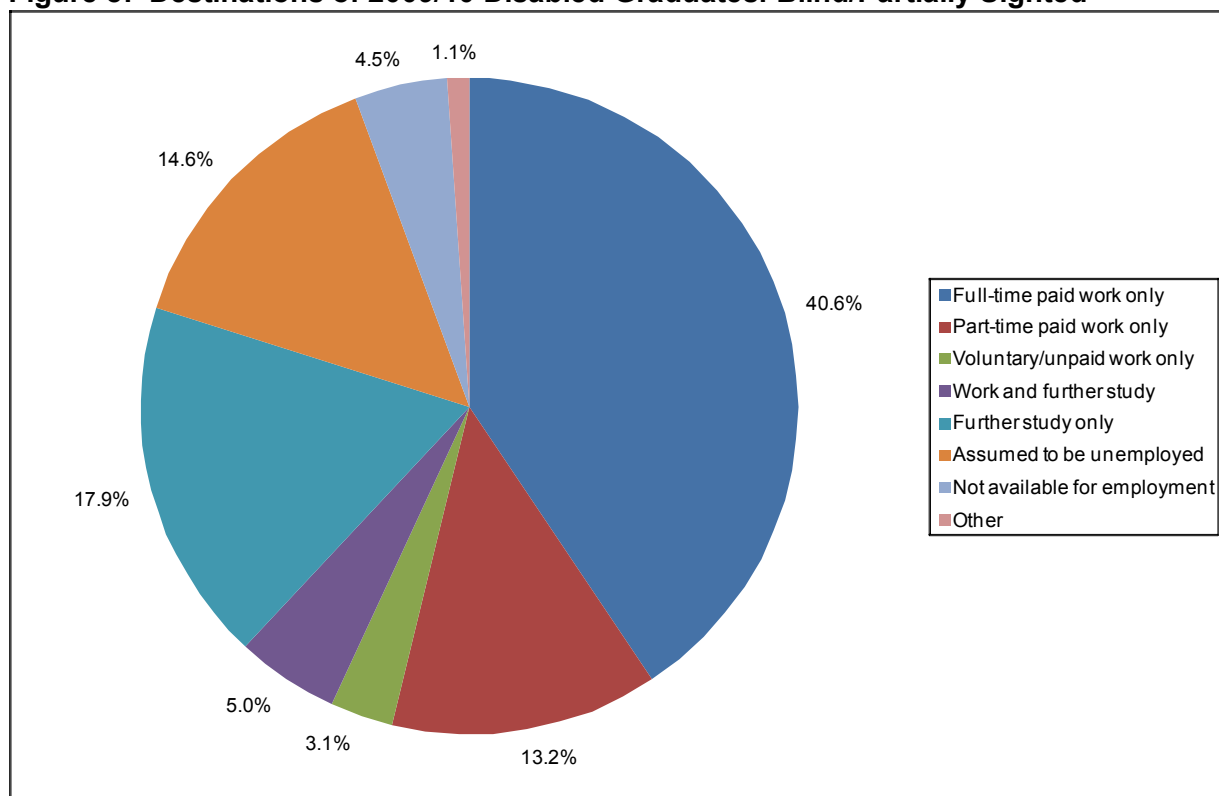


Key findings

- 44.4% of graduates who indicated that they had an unseen disability were in full time employment, a significant increase from the corresponding percentage of 40.4% in 2009. In many previous surveys this group has outperformed the overall group of disabled graduates and most specific disability groups but this year's figure, as with last year, is lower than the proportion of disabled graduates as a whole (45.5%) and much lower than the 49.0% of non-disabled graduates who entered full time employment after graduation (see Figures 1 and 2).
- 16.7% of graduates with an unseen disability went on to further study only representing a clear decrease from 2009's figure of 21.9%. It is higher, however, than the figures for non disabled and disabled graduates entering further study only in 2010, 16.5% and 15.3% respectively.
- 10.6% of graduates with an unseen disability were assumed to be unemployed at the time of the survey, a slight decrease on last year's figure of 11.1%. This year's figure is lower than the corresponding percentage for disabled graduates as a whole (11.4%) though, higher than the percentage of non-disabled graduates who were thought to be unemployed (9.3%).
- 6.3% of graduates with an unseen disability entered manager and administrator occupations, a very slight increase on last year's figure of 6.2%. The 2010 figure was lower than the 7.3% overall figure for both disabled graduates and non-disabled graduates.
- 26.7% of employed graduates in this group entered professional occupations compared to last year's total of 26.3%. This is higher than the percentage of disabled graduates (23.1%) as a whole that went into professional occupations and the corresponding figure for non-disabled graduates (25.9%).
- 62.3% of employed graduates in this group entered graduate level employment comparing with the overall average for disabled graduates of 63.3% and 62.9% of non disabled graduates.

5.3 Blind/Partially Sighted

Figure 8: Destinations of 2009/10 Disabled Graduates: Blind/Partially Sighted

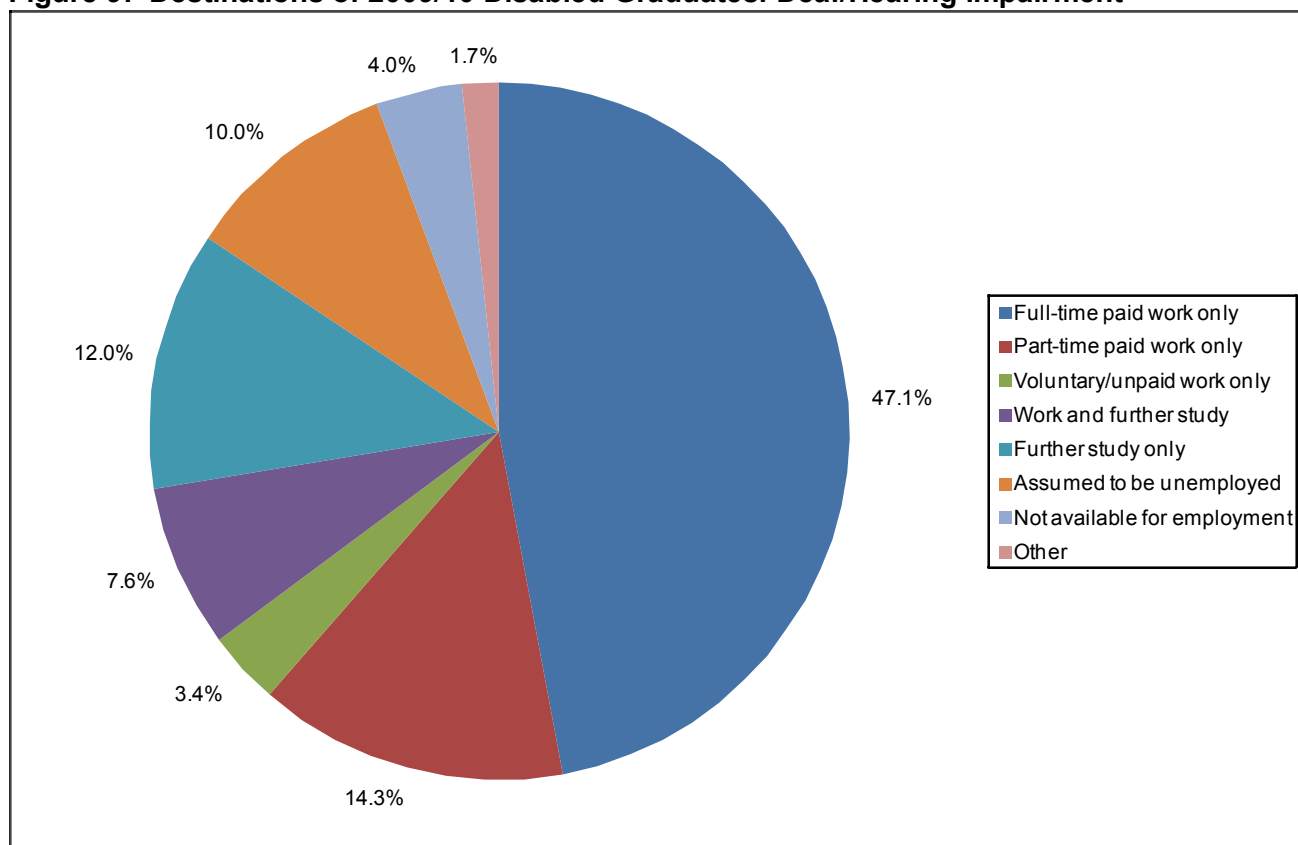


Key findings

- 40.6 % of blind / partially sighted graduates were in full time employment. This marks a significant improvement in the fortunes of these graduates with last year's figure standing at only 34.2% returning this group to pre-recession levels of employment (40.4% in 2008). This year's figure is still much lower than the proportion of disabled graduates as a whole (45.5%) and lower than the 49.0% of non-disabled graduates who entered full time employment after graduation.
- 17.9% of blind / partially sighted graduates went on to further study only. This represents a large decrease from last year's figure of 26.4% and again similar to pre-recession levels of 16.7% in 2008. It is also higher than the figures for non disabled and disabled graduates entering further study only in 2010, 16.5% and 15.3% respectively.
- 14.6% of blind / partially sighted graduates were assumed to be unemployed. This is slightly higher than last year's figure of 14.2%. The proportion of this group who were unemployed was also greater than the corresponding percentage for disabled graduates as a whole (11.4%) and much higher than the percentage of non-disabled graduates who were unemployed (9.3%).
- 7.7% of blind / partially sighted graduates went into manager and administrator occupations, marking a significant increase on the 4.3% figure recorded in both 2009 and 2008. This figure is particularly impressive as it indicates that graduates in this category are outperforming both disabled graduates overall and non disabled graduates (both 7.3%) for the first time.
- 27.7% of this group entered professional occupations. This is a clear improvement on last year's figure of 24.5% and higher than the percentage of disabled graduates (23.1%) as a whole that went into professional occupations and the figure for non-disabled graduates (25.9%).
- Despite the positive figures above only 59.1% overall of employed graduates in this group entered graduate level employment, the joint lowest figure for any group in this survey comparing with the overall average for disabled graduates of 63.3% and 62.9% of non disabled graduates.

5.4 Deaf/Hearing Impairment

Figure 9: Destinations of 2009/10 Disabled Graduates: Deaf/Hearing Impairment

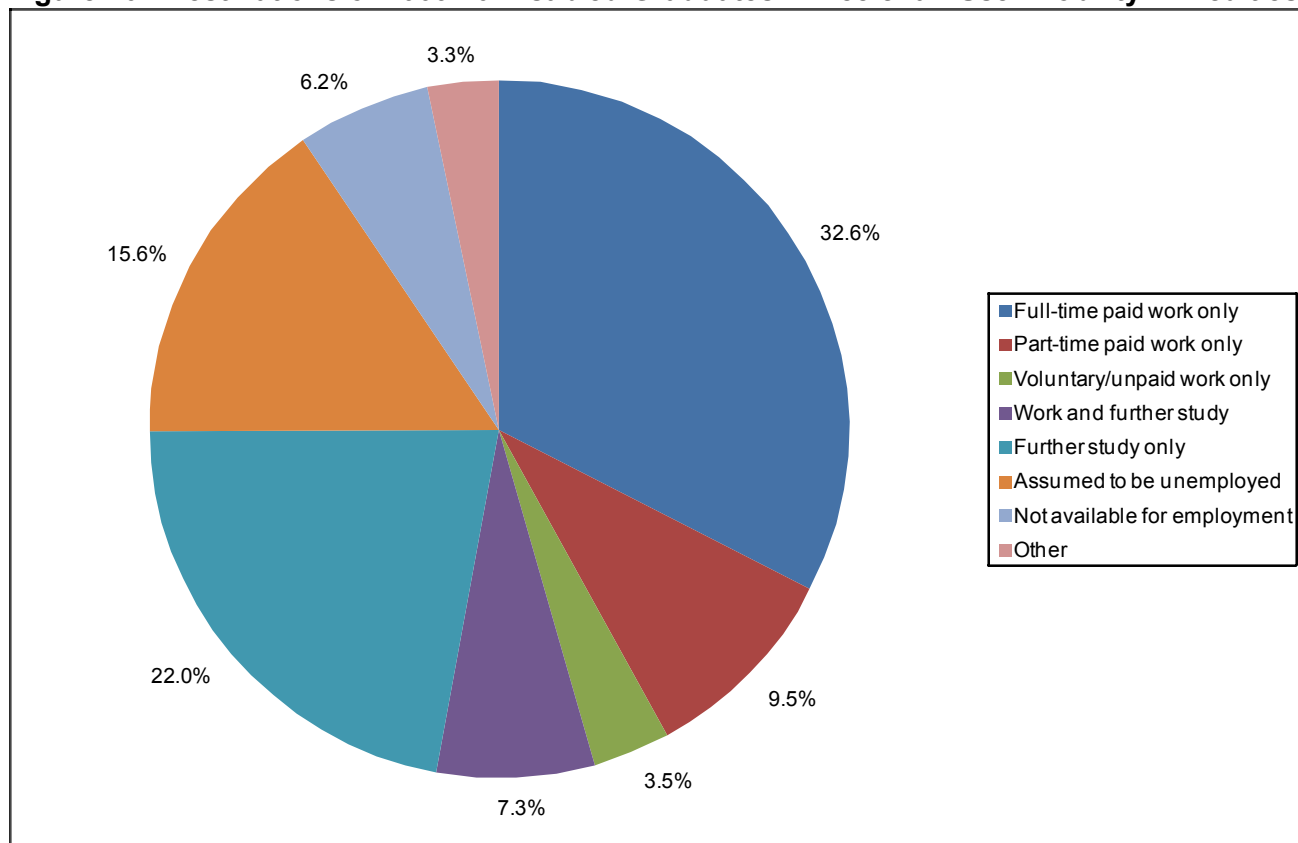


Key Findings

- 47.1% of deaf / hearing impaired graduates entered full-time paid work only a significant increase on the 42.4% figure last year and even higher than 2008's pre-recession figure of 46.3%. This year's figure is also higher than the proportion of disabled graduates as a whole (45.5%) who entered full time employment after graduation though lower than the figure of 49.0% of non-disabled graduates.
- 12.0% of these graduates entered further study only; a clear decrease from the 15.6% recorded for this group in the previous survey. This is lower than the figures for non disabled and disabled graduates entering further study only in 2010, 16.5% and 15.3% respectively.
- 10.0% of graduates with hearing difficulties were believed to be unemployed, the lowest unemployment total of any specific group of disabled graduates. This compares with 13.8% in 2009, and indicates a welcome return to pre-recession levels.
- 7.9% of this group entered management and administration occupations, compared with 6.0% in 2009, a significant improvement. This is the joint highest percentage of any group of graduates entering this level of employment, higher than the 7.3% overall figure for both disabled graduates and non-disabled graduates.
- 27.4% of graduates in this category entered professional occupations, an increase on the figure of 26.2% in 2009 and almost identical to the pre-recession figure of 27.6% recorded for this group in the 2008 survey. The figure of 27.4% is greater than the 23.1% of disabled graduates overall and the 25.9% of non-disabled graduates who went into professional roles.
- Overall 66.7% of employed deaf/hearing impaired graduates entered graduate level occupations, the highest of any category of graduates, higher than the overall average for disabled graduates of 63.3% and 62.9% of non disabled graduates.

5.5 Wheelchair User/Mobility Difficulties

Figure 10: Destinations of 2009/10 Disabled Graduates: Wheelchair User/Mobility Difficulties

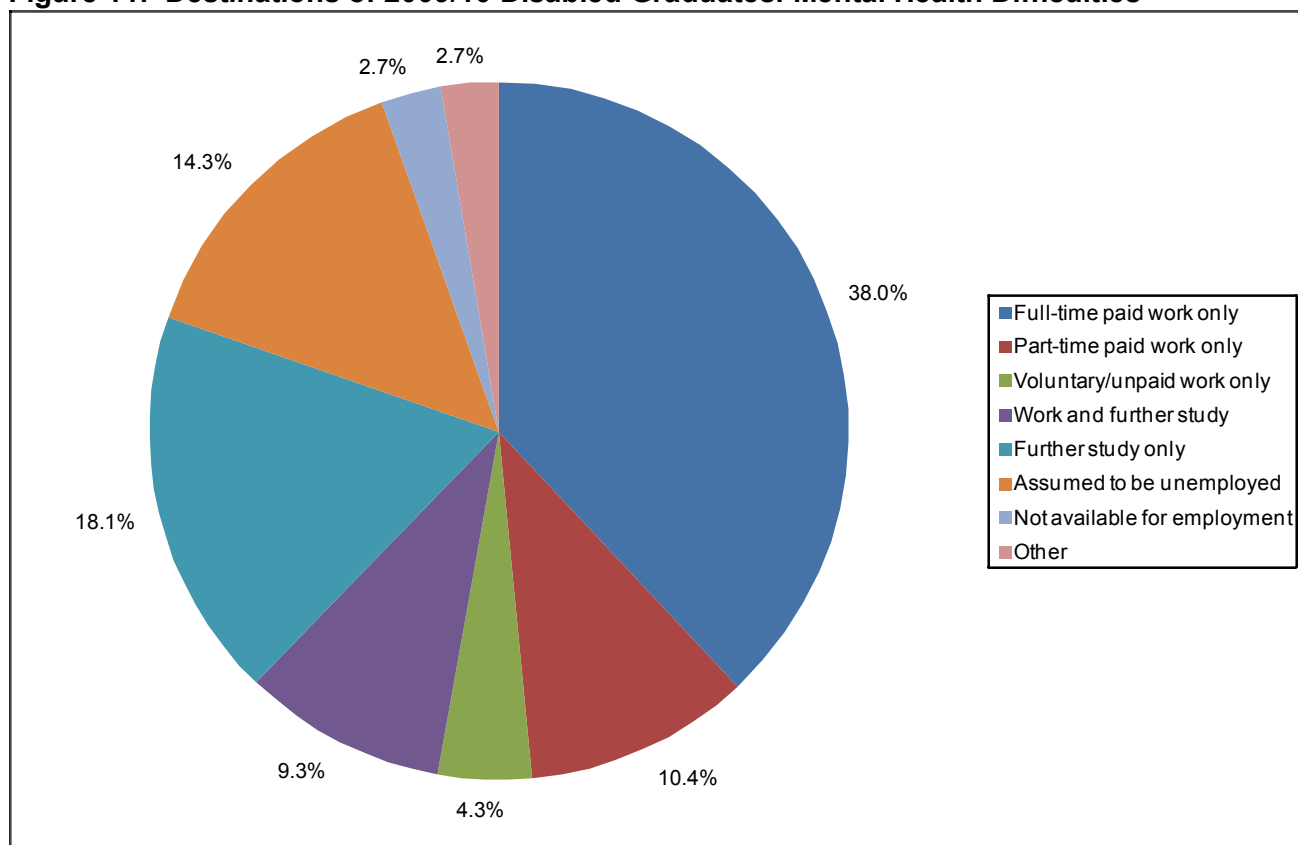


Key Findings

- 32.6% of graduates who are wheelchair users or have mobility difficulties were in full-time paid work only, a clear increase on 2009's figure of 30.0% but still significantly lower than the pre-recession peak in 2007 of 42.3%. The figure of 32.6% is also much lower than the proportion of disabled graduates as a whole (45.5%) and non-disabled graduates (49.0%) who entered full time employment after graduation.
- 22.0% (a slight decrease from last year's 22.3%) went on to further study. This is much higher than the figures for non-disabled and disabled graduates entering further study only in 2010, 16.5% and 15.3% respectively.
- 15.6% of the graduates with mobility difficulties were assumed to be unemployed. This is a clear improvement on last year's figure of 17.7% and comparable with pre-recession levels of 15.8%. The proportion of this group who were unemployed was much greater than the corresponding percentage for disabled graduates as a whole (11.4%) and much higher than the percentage of non-disabled graduates who were unemployed (9.3%).
- 7.9% of employed graduates from this group entered management and administration occupations, a dramatic increase on last year's 4.7% and comparable with 2008's 7.8% figure. This is the joint highest figure of graduates of any category entering this level of employment comparing with 7.3% of both disabled graduates overall and of non-disabled graduates.
- 27.1% of graduates who were wheelchair users or had some form of mobility difficulties entered professional occupations, up from 26.0% in 2009. It is also higher than the 23.1% of disabled graduates overall and the 25.9% of non-disabled graduates who went into professional roles.
- Overall 65.4% of employed graduates who were wheelchair users or had some form of mobility difficulties entered graduate level occupations, the second highest of any category of graduates.

5.6 Mental Health Difficulties

Figure 11: Destinations of 2009/10 Disabled Graduates: Mental Health Difficulties

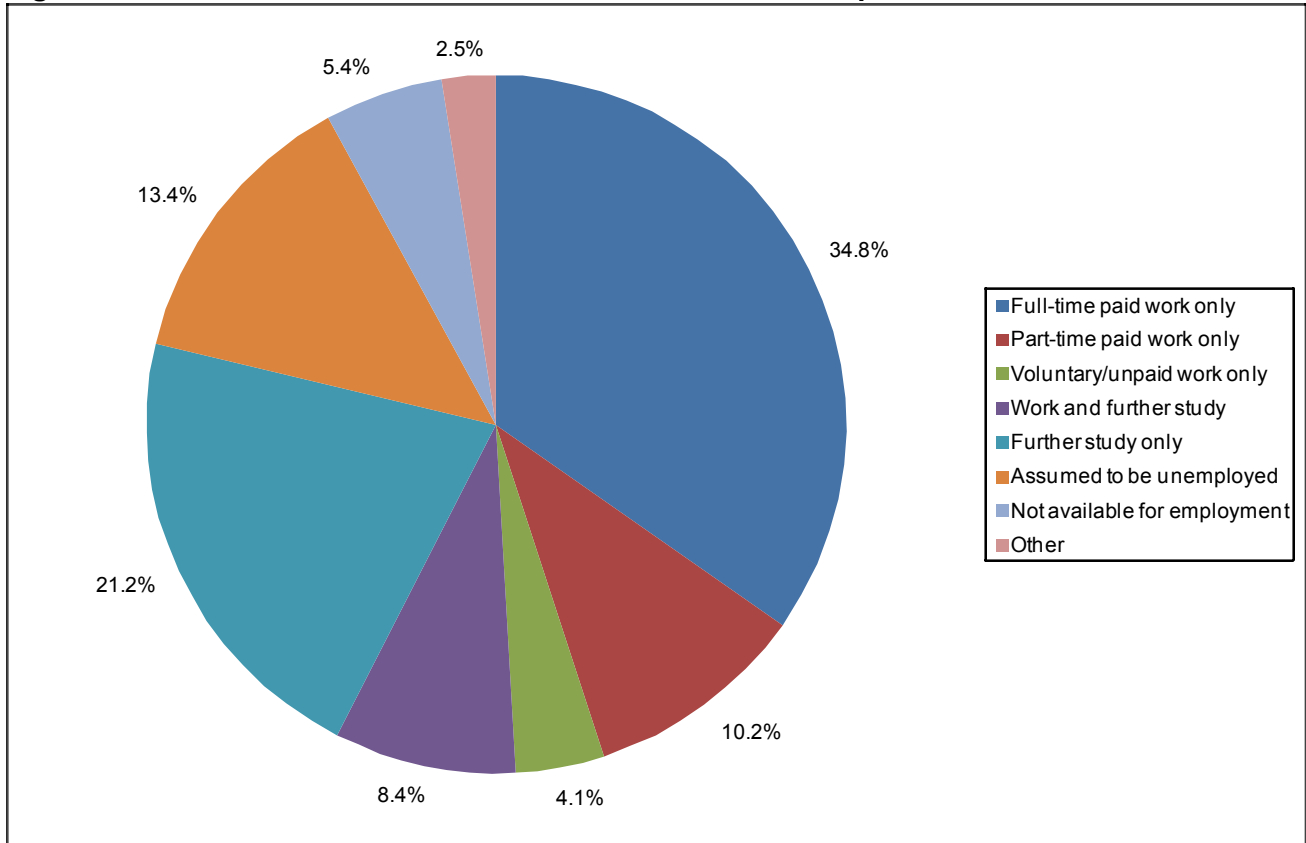


Key Findings

- 38.0% of graduates with mental health difficulties were in full-time paid work only. This represents a significant increase on last year's figure of 32.6% and is higher than 2008's pre-recession figure of 37.5%. However, as in previous years, the figure is much lower than the proportion of disabled graduates as a whole (45.5%) and non disabled graduates (49.0%) who entered full time employment after graduation.
- 18.1% of graduates with mental health difficulties were in further study, compared with 19.9% in 2009. This is higher than the figures for non disabled and disabled graduates entering further study only in 2010, 16.5% and 15.3% respectively.
- 14.3% of graduates with mental health difficulties were assumed to be unemployed, a significant decrease from the corresponding 16.3% the previous year. This unemployment rate is higher than the overall rate for disabled graduates (12.1%) and non-disabled graduates (9.3%).
- 5.2% of employed graduates with mental health difficulties entered management and administration indicating a further fall from 2009's 6.7% after 2008's impressive 8.1 % figure. The 2010 figure was much lower than the 7.3% overall figure for both disabled graduates and non-disabled graduates.
- 21.5 % of employed graduates with mental health difficulties entered professional occupations a clear improvement on last year's figure of 18.2% but still the lowest figure for any group of graduates entering this level of employment. This figure compares with the 23.1% of disabled graduates overall and the 25.9% of non-disabled graduates who went into professional roles.
- 59.4% of employed graduates in this group entered graduate level employment comparing with the overall average for disabled graduates of 63.3% and 62.9% of non disabled graduates.

5.7 Multiple Disabilities

Figure 12: Destinations of 2009/10 Disabled Graduates: Multiple Disabilities



Key Findings

- 34.8% of graduates with multiple disabilities were in full-time paid work only at the time of the study compared with last year's figure of 33.0%. This is much lower than the figures of 45.5% of disabled graduates overall and 49.0% of non-disabled graduates who also went into full time employment only (see Figures 1 and 2).
- 21.2% of graduates with multiple disabilities were in further study. This is lower than the 22.2% recorded in last year's survey but higher than the totals for disabled graduates overall (15.3%) and non-disabled graduates (16.5%) who also chose full time study only after graduation.
- 13.4% of graduates with multiple disabilities were unemployed a slight decrease on last year's figure of 13.7%. This unemployment rate is higher than the overall rate for disabled graduates (12.1%) and non-disabled graduates (9.3%).
- 6.2% of employed graduates with multiple disabilities entered management and administration occupations the exact same figure as last year. This compares with the 7.3% overall figure for both disabled graduates and non-disabled graduates.
- 22.6% of employed graduates with multiple disabilities entered professional occupations compared with 23.4% in last year's survey. This figure compares with the 23.1% of disabled graduates overall and the 25.9% of non-disabled graduates who went into professional roles.
- 59.1% employed graduates in this group, the joint lowest percentage figure, entered graduate level employment comparing with the overall average for disabled graduates of 63.3% and 62.9% of non disabled graduates.

5.8 Unemployment Time Series by Disability Type

For the second year since its inception this report will look at unemployment time series by disability type.

The unemployment rate for disabled graduates rose from 7.8% in 2007 to 12.1% in 2009. The 2010 survey, encouragingly, found that unemployment levels decreased again for most categories of disabled graduates. The one exception this year was for blind/partially sighted graduates whose unemployment rate rose slightly from 14.2% to 14.6%.

Table 5: Unemployment Rates (time series by disability type)

	2005	2006	2007	2008	2009	2010
No known disability	6.4	6.2	5.6	8.2	9.3	8.8
Disabled	8.9	8.7	7.8	10.8	12.1	11.4
Blind/partially sighted	13.4	13.5	9.1	15.3	14.2	14.6
Deaf/hearing impairment	11.3	10.1	6.4	11.4	13.8	10.0
Wheelchair user/mobility difficulties	9.9	14.4	9.9	15.8	17.7	15.6
Mental health difficulties	11.0	10.9	10.9	12.7	16.3	14.3
An unseen disability, e.g. diabetes, epilepsy, asthma	7.5	7.5	6.1	9.8	11.1	10.6
Multiple disabilities	10.8	12.3	8.9	15.1	13.7	13.4
Autistic Spectrum Disorder	20.6	12.5	16.9	24.4	28.8	26.0
A specific learning difficulty e.g. dyslexia	8.6	8.2	7.6	9.9	11.2	10.7
A disability not listed above	9.3	8.8	9.2	11.3	12.1	11.2

6. Conclusions

This is the tenth year of the “What Happens Next” report – a period, which up until 2007 had remained fairly buoyant in terms of graduate recruitment. Last year’s survey clearly indicated the effect of the 2008/9 economic downturn on the fortunes of both disabled and non disabled graduates. This year was more positive, however, with increases in employment generally and levels of employment and declines in unemployment rates seen across nearly all categories surveyed. For the first time disabled graduates outperformed non disabled graduates in attaining graduate level employment – arguably the single most important measure of graduate success.

Notably, as in previous years, those graduates most negatively affected tended to be those with more apparent disabilities with those with less visible disabilities continuing to stay within the general reach of non disabled graduates in terms of their outcomes. The exception to that rule this year, however, occurred among deaf/hearing impaired graduates who attained remarkable levels of improvement on last year’s survey and outstripped the achievements of all other groups of disabled graduates in the most notable areas, even outstripping non disabled graduates in certain areas. Despite these positives 2010 was still a fairly disappointing year overall for graduate employment with overall results still some way off the level of pre-recession surveys. As with last year, however, it is reassuring to note that the recession does not seem to be leaving those with a disability at a particular disadvantage, with the rate of recovery for disabled graduates, albeit small, greater in several areas than 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 despite the lingering effects of the economic downturn. However, clearly, a number of graduates, especially those with particular types of disability have continued to encounter difficulties in the labour market.

Appendices

Appendix 1

Table 6: Employment Circumstances of Disabled and Non-Disabled Graduates 2009/10

	No known disability	No known disability %	Disabled	Disabled %
Employed full-time in paid work	96370	50.3	9130	44.6
Employed part-time in paid work	28470	14.9	3025	14.8
Self-employed/freelance	5545	2.9	985	4.8
Taking time out in order to travel	5250	2.7	535	2.6
Due to start a job within the next month	1410	0.7	165	0.8
Unemployed & looking for employment, further study or training	16535	8.6	2270	11.1
Not employed but NOT looking for employment, further study or training	15210	7.9	1515	7.4
Something else	17475	9.1	1830	8.9
Voluntary work/other unpaid work	4375	2.3	725	3.5
Permanently unable to work/retired	100	0.1	40	0.2
Temporarily sick or unable to work/looking after the home or family	945	0.5	225	1.1
Total	191690	100.0	20450	100.0

Appendix 2

Table 7: Standard Occupational Classification by Disability 2009/10

	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	7.3	7.3	7.9	6.3	7.7	7.9	7.9	5.2
Professional Occupations	25.9	23.1	21.7	26.7	27.7	27.4	27.1	21.5
Associate Professional & Technical Occupations	30.5	33.3	35.0	29.3	23.6	31.4	30.4	32.7
Clerical & Secretarial Occupations	9.4	8.2	7.2	9.6	8.2	7.9	9.6	10.9
Craft & Related Occupations	0.9	1.4	1.4	0.9	2.7	1.4	0.8	1.8
Personal & Protective Service Occupations	6.1	7.6	7.6	7.0	5.9	7.6	9.6	8.6
Sales Occupations	13.2	11.6	11.0	13.7	17.7	7.6	11.7	12.1
Plant & Machine Operatives	0.5	0.5	0.5	0.5	0.5	0.5	0.0	0.4
Other Occupations	6.3	7.1	7.6	6.1	5.9	8.3	2.9	6.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Graduate employment marker								
Graduate employment	62.9	63.3	64.6	62.3	59.1	66.7	65.4	59.4
Non-Graduate employment	37.1	36.7	35.4	37.7	40.9	33.3	34.6	40.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0