



SUPPORTING
DISABLED
STUDENTS INTO
EMPLOYMENT

Agenda

- What is included under the term 'disability'?
- Understanding the challenges faced by disabled students:
 - 'Openness'
 - Issues, challenges and questions
- Disability as a strength
 - What's my 'plus'?
- Employer engagement
- Supporting disabled students through the recruitment process:
 - Requesting support
- The MyPlus Students' Club Toolkit

Poll question

- Do you feel you have the knowledge, expertise, support and resources to confidently advise disabled students about careers and support them through the application and recruitment process?
 - Yes: I do have the knowledge, expertise, support and resources to do this
 - No: I don't have the knowledge, expertise, support and resources to do this

What is Disability?

A person has a disability if he or she has a **physical** or **mental** impairment which has a **substantial** and **long term** **adverse** effect on his or her ability to carry out **normal day to day** **activities**.

Arthritis Asperger's Syndrome
Anxiety Bi-polar Cancer Cerebral
Palsy Depression Diabetes Dyslexia
Epilepsy Hearing Impairment HIV
+ve Lukemia Muscular Dystrophy
Spinal Cord Injury Visual
impairment ...



UNDERSTANDING THIS TALENT POOL

Why disability matters

- 13% of students in UK Universities have a disability
- Disabled graduates are less likely to obtain full-time employment than non-disabled graduates
- 76% of disabled students were concerned to inform an employer about their disability
- 55% of disabled students saw that there were benefits of being open
- Students miss out on all the benefits of employment if they don't work
- Employers miss out on a huge talent pool if they are not inclusive

Understanding your talent pool

Why may students be reluctant to be open about their disability?

- Fear of discrimination
- Do not want to cause a fuss or be a hassle
- Do not want to appear 'different' in front of other candidates
- Ashamed or embarrassed
- Do not see their condition as a disability
- Do not require any adjustments
- Fear of favourable treatment

What concerns may disabled individuals have?

- Judgements / assumptions made
- How will be perceived
- May require adjustments:
 - What is 'reasonable' to ask for?
 - Costs
- Will on going support be provided?
- Is there anyone else who has a disability / will I fit in?
- Can I do the job?



MY 'PLUS'

Disability as a 'plus'

- “I don’t believe I am any more special than anyone else. But I do believe my disability has give me something extra.”
 - Determination: to overcome the barriers in front of me and do what I want when others are trying to stop me.
 - Problem solving: to get around daily challenges and obstacles such as lack of access or lifts not working.
 - Communication: to articulate to others what I need when I can’t do it myself.
 - Interpersonal skills: to build relationships with others, particularly when I need them to assist me.”



EMPLOYER ENGAGEMENT

What do employers want?

- TALENT!
- The applicant to:
 - Submit a high quality application
 - Inform them about their disability
 - To be honest and reasonable about what they require
 - To be an expert in what support they require
 - To be available to communicate
 - To provide feedback on support / adjustments
 - To help them to understand!



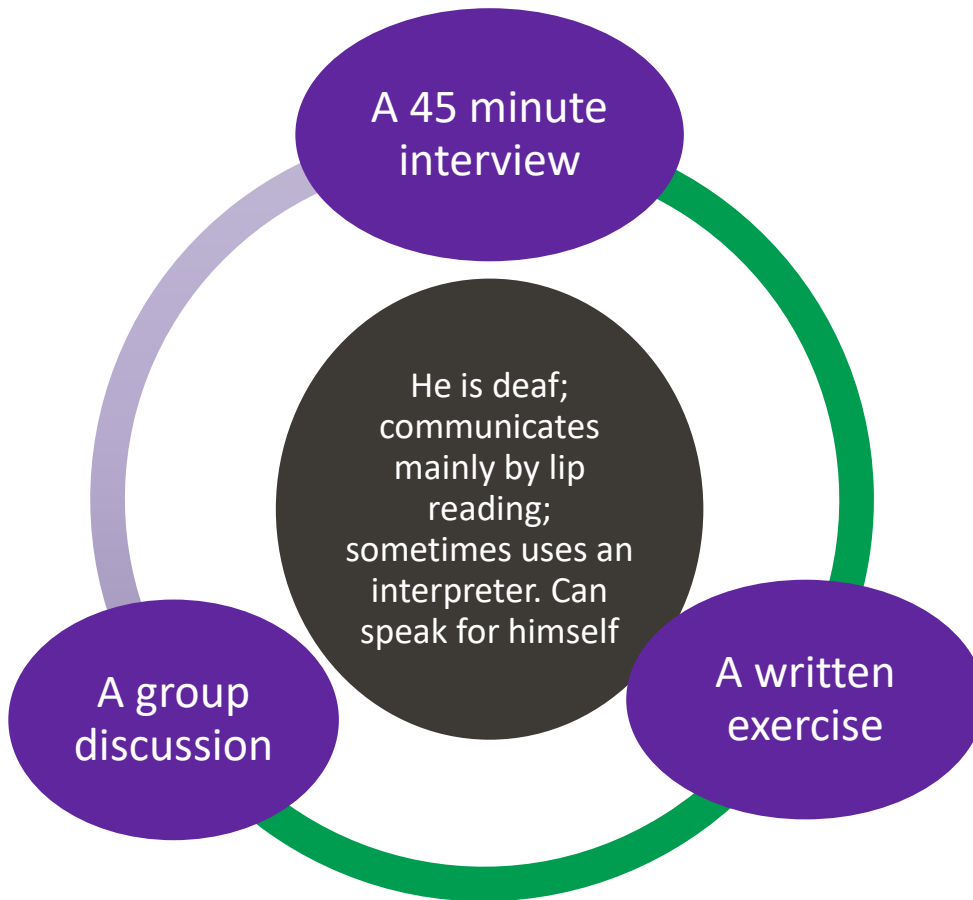
RECRUITMENT ADJUSTMENTS

Workplace adjustments: what is reasonable?

The following factors are likely to have a bearing on whether an adjustment is reasonable for the employer to make:

- How effective the adjustment is in preventing the disadvantage?
- How practical it is?
- Whether it causes / is likely to cause disruption
- The employer's financial and other resources

Making adjustments




- What adjustments could he ask for to ensure he can demonstrate his potential?

Making adjustments

- To accompany his application, an applicant includes a covering letter outlining the adjustments that he will require; these include:
 1. To be exempt from any online psychological tests
 2. An additional 25% of time to be applied to all timed assessments
 3. Not to be assessed on confidence, or motivation for the role
 4. Be able to pause the interview & take breaks
- Which, if any, of these adjustments 'reasonable'?





TOP TIPS FOR STUDENTS

Top Tips for Students

- If you need support through the recruitment process, be open about your disability.
- Learn how to be open:
 - Be relevant
 - Use every day language
 - Request what you require
- Position your disability as a positive
 - What's your 'plus'?



13%⁺

OF STUDENTS HAVE A
DISABILITY LIKE
DIABETES



If this is you, join our club to connect with employers, receive advice and search for your perfect job.

[Join the club for free](#)[Why join?](#)



TOOLKIT:

PROVIDE SPECIALIST
CAREERS ADVICE FOR
YOUR DISABLED
STUDENTS

 myplusstudentsclub.com

Connecting students with
disabilities with employers
who value talent

*My***PLUS**⁺
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HELEN@MYPLUSCONSULTING.
COM