

Who are graduates with disability?

There are 63,717 (6.03%) students with disability in HE and enrolment numbers are increasing.
22,569 students with disability commenced in 2016, up 6.9% on 2015.

Some student profiles

Student with dyslexia graduated and now working in the biosciences field – still self advocating

Student with PTSD studying Business

Student with a language processing condition graduating from Aviation

Student with Fibromyalgia studying law, doing additional placement at a very good law firm to catch up on lack of experience

Student with dwarfism studying Nursing

Student with Asperger's studying IT

Student with agoraphobia studying HR

Student with anxiety studying and working in human services

How's the job search going

2017 QILT – Undergraduate equity/demographic breakdown: *Overall employment only*

	2016	2017
Indigenous students	86.0%	88.8%
National Average	86.4%	86.5%
Over 30 Years	86.1%	86.3%
LSES	84.7%	85.0%
Students with disability	79.5%	78.7%
NESB	73.6%	71.6%

From all angles

- *“Undergraduates with a reported disability were more likely to report that they were not fully using their skills or education: 44.5 per cent of these undergraduates in overall employment, in comparison with 40.9 per cent of undergraduates who reported no disability.”**
- *... “those who reported a disability were more likely to engage in further full-time study than their counterparts.”**
- *“Postgraduate coursework graduates with a reported disability had a full-time employment rate of 72.5 per cent, which is higher than undergraduates reporting a disability with 61.5 per cent, but was 14 percentage points lower than the 86.6 per cent for postgraduate coursework graduates who reported no disability.”**
- *“Graduates with disability’s median full time salaries are \$5,800 less than graduates without disability.”**

* Quotes from: 2017 Graduate Outcome Survey, QILT.



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YOUR DISABILITY EXPERTS

Student Openness Research: MyPlus, UK

- *“81% of respondents said they would be more likely to inform an employer about their disability if they had been told that the employer was disability confident by their careers adviser/service”*
- *“70% the most important factor that would encourage openness is knowing what the benefits are”*
- *“77% the greatest concern about being open with employers during the recruitment process was ‘being discriminated against’”*
- *Disclosing Disability on a resume: Research indicates this reduces chances of an interview, and interviewers ‘ranked’ disabilities, with people living with a mental health condition the least likely to secure an interview. ***

*Direct quotes from “Openness: Understanding why students are reluctant to be open with employers about their disability.” By Helen Cooke, My Plus Consulting: www.myplusconsulting.com. 1041 students with disability surveyed.

** Pearson et al. (2003). To tell or not to tell; disability disclosure and job application outcomes. *Journal of Rehabilitation*, 69(4), 35-38.

Introduction to Panellists

Sam Flood (Graduate)

- participated in a social media campaign called 'Let's find Sam an internship' and is now working as a Pharmacist in Melbourne,
- 15,340 Views, 1,085 engaged, 171 Shared, 3 offers, 1 Job

Jeremy Muir (Griffith)

- working on a project to improve the internal employment of PwD,

Natalie Searson (Mylestones Employment)

- Has spent the last 12 months supporting graduated and graduating students with disabilities in their career search,

Kate Carroll (UOW)

- Specialises in providing career services to students from equity groups, including students with disability.

Performance for Your Post		
47,671 People Reached		
15,340 Video Views		
1,085 Reactions, Comments & Shares		
733 Like	151 On Post	582 On Shares
75 Love	31 On Post	44 On Shares
5 Wow	0 On Post	5 On Shares
15 Sad	2 On Post	13 On Shares
1 Angry	0 On Post	1 On Shares
87 Comments	21 On Post	66 On Shares
171 Shares	158 On Post	13 On Shares



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Audience Poll: What do you think?

Q: Why are graduates with disability not getting work at the same rate as peers without disability?

1. Employer attitudes
2. Students aren't confident to disclose disability
3. Pervasive low expectations of PwD
4. Lack of experience in the workplace comparative to peers without disability
5. Other

Discussion Themes/Questions

1. What can practitioners do to support the career success of graduates with disability?
2. What kind of advice would you give to students to support successful disclosure?
3. What needs to change to make a difference?