

TRANSITION TO EMPLOYMENT PROGRAMME

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Career Development Centre

Employability • Guidance • Opportunities





www.nuigalway.ie/careers



- Motivation
- Overview of programme
- Outcomes
- Learning





At the Career Development Centre our aim is to provide students of NUI Galway...

"...with a quality career guidance and information service focused on facilitating and empowering you to manage your own career development and make effective career transitions."

Employability

Guidance

Opportunities

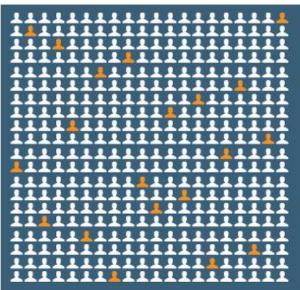




Students with a disability



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1 IN EVERY ROW

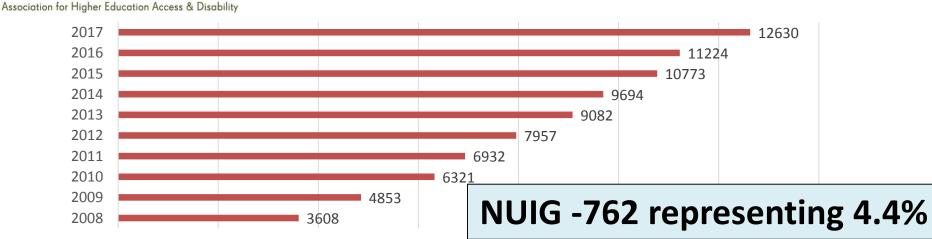
New AHEAD research has shown that students with disabilities now make up

OVER 5%

of the total student population in higher education in Ireland. In real terms, this means that in an average university lecture hall with 20 rows seating 400, there will be on average one student with a disability sitting in every row.



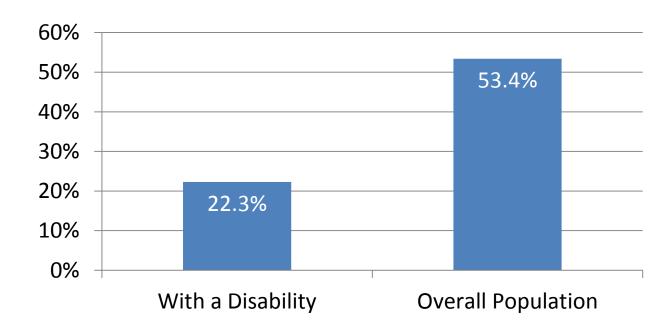
Number of Students with Disabilities





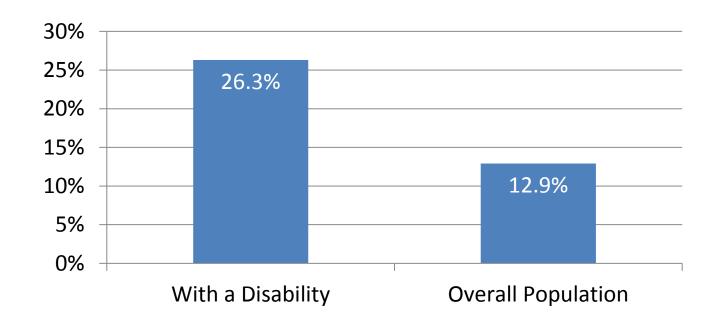


Employment Rates (aged 15+)



CSO, Census 2016 Profile 9 – Health, Disability and Carers

Unemployment Rates (aged 15+)



CSO, Census 2016 Profile 9 – Health, Disability and Carers

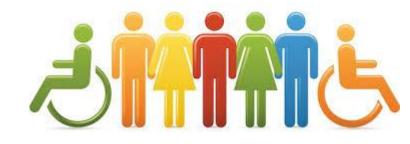
- Collaboration with Disability Support Services,
 Student Counselling and AHEAD
- Universal Design for Learning from AHEAD Start, online course for educators
- Agile methodology inspect and adapt (learn as you go!)
- Engage employers



Programme participants



- 12 in total
- Core group of regular attendees
- Wide range of disabilities and mental health conditions represented



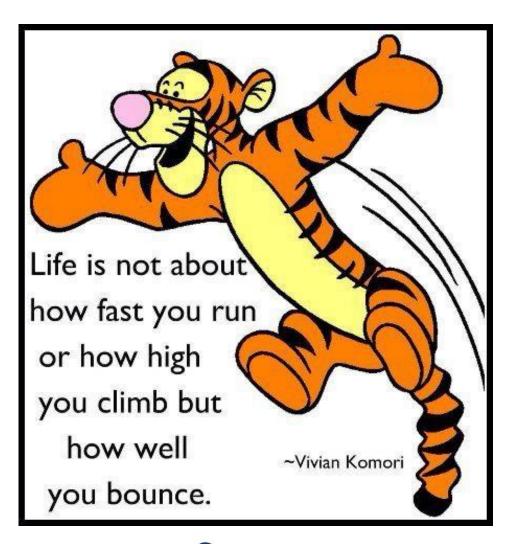


Series of workshops

- Introductory Session
- Disclosure Workshop with AHEAD
- Employer Panel
- CV Workshop
- Interview Skills Workshop
- Wrap up and Reflect
- 1-1 Support















Strengths...

Skills...

Abilities...





What you are good at





What is Disclosure?

 Informing someone about your disability, specific learning difficulty or mental health difficulty.









Positive increases in students' level of career readiness

- 30% in 'skills awareness' in relation to chosen career
- 20% increase in readiness to declaring career goals
- 16% increased confidence to disclosing disability
- Two participants secured employment as a result of advice gained on the programme.



Outcomes



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EmployAbility Programme - Self-reflection survey results Beginning and end of programme

I feel emotionally ready to tackle the job hunt.

I feel ready to declare a career goal or goals.

I have developed strategies or skills that make a positive difference for me academically, socially and/or professionally.

If there was a need I would feel comfortable disclosing my disability to others.

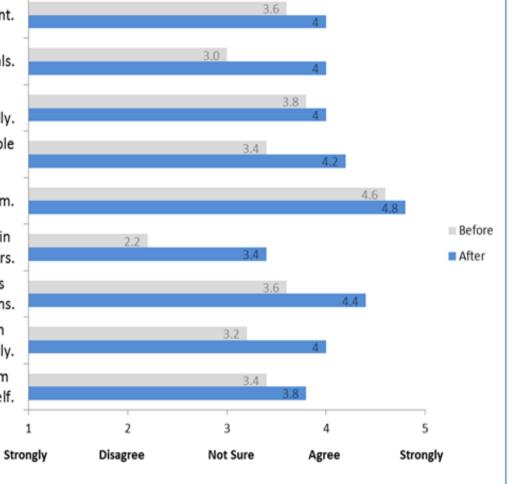
I feel my disability is only a part of who I am.

I know the skills that will be required in my career field in the next several years.

I believe that I always have options and choice, even in difficult situations.

I understand my strengths and weaknesses and can identify ways to develop personally and professionally.

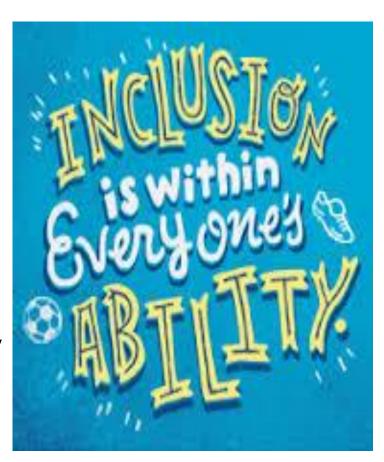
I have a strong sense of self-esteem and generally feel good about myself.



Our learning



- The role of AHEAD and how it supports graduates with disability
 - Disclosure, WAM
- Potential barriers ensure to be inclusive when designing workshops
- Practical strategies for accessibility and accommodations
- Awareness of disability legislation and how it relates to students in 3rd level and employment



"Many people with disabilities still find it hard to get a job, but it is encouraging to see that companies like Google and the ESB value diversity and are passionate about providing equal chances for everyone."

"What a difference! From presenting myself at the careers office, full of self doubt and hopelessness to walking away after five workshop sessions with a spring in my step."

"The transition to employment workshops gave me reason to hope that a successful career might be within my grasp, even as someone who struggles with their mental health."

AHECS Employability Award 2017

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