

# **Supporting Disabled Students to Find Roles Where They Can Thrive**

**With Jane Hatton and Anna Masefield**

# Two contrasting models

## Medical Model

- The wheelchair user is the problem
- Language like “fixed” or “cured”



## Social Model

- The stairs are the barrier
- Provide alternatives

# Transitioning from education to work

What additional barriers do disabled students face?



# Barriers Disabled Students Face

- Not knowing which employers are disability-friendly
- Inaccessible recruitment processes
- Lack of self-confidence
- Disclosure dilemma
- Asking for adjustments



# **“I don’t know how to find employers who will take me seriously”**

## **Key Barriers:**

- All employers say they are inclusive
- Most aren’t, when it comes to disability

## **Solutions:**

- Search on specialist job boards like Evenbreak
- Representation on website
- Accreditations – Mindful Employer etc

**“I wish employers **focused on my talent** rather than **my disability**”**

## **Key Barriers:**

- **Inflexible working practices**
- **CVs**
- **Interviews**

## **Solutions:**

- **Ask for adjustments**
- **Support with CVs**
- **Support with interview prep**

**“I often start applications but get too scared to submit them”**

## **Key Barriers:**

- **Confidence in self**
- **Employer perception**

## **Solutions:**

- **Explore additional skills disability brings**
- **Sell as a premium candidate**

**“If I **tell them I’m disabled** they won’t want me. If I don’t, I can’t **ask for adjustments**, and will be disadvantaged”**

**Key Barrier:**

- No-win situation

**Solutions:**

- No obligation
- Mention when it suits you
- Way of testing employer



# **“I don’t know **how to talk** about my disability without **putting them off me**”**

## **Key Barriers:**

- Visible differences can’t be hidden
- Invisible differences might not be acknowledged

## **Solutions:**

- What benefits do your disability bring?
- Premium candidate

# How Can Evenbreak Help?

- Signpost disabled students to Evenbreak ([www.evenbreak.com](http://www.evenbreak.com))
- Encourage them to register, upload CV and set up job alerts
- Signpost to our Career Hive for online resources ([www.hive.evenbreak.co.uk](http://www.hive.evenbreak.co.uk))
- Talent Match

# Talent Match

- Candidates create their profile
- We can support via:
  - Profile Matching
  - Potential Star qualities
  - Signpost to other Evenbreak resources
- Helping talented disabled candidates and inclusive employers to find each other

# Over to you

Your Questions



# Let's Connect

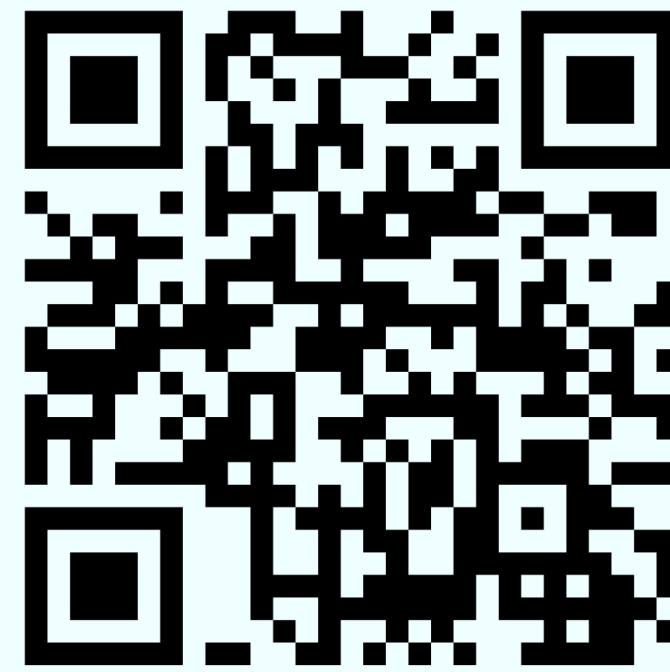


[www.evenbreak.com](http://www.evenbreak.com)



[jane.hatton@evenbreak.com](mailto:jane.hatton@evenbreak.com)

[anna.masefield@evenbreak.com](mailto:anna.masefield@evenbreak.com)



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