

Making Virtual Work:

Employability and Career Events
for Students with Disability in the Covid-19 Era



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Experiences with Collaboration

Have you collaborated more or less in 2020?



The Challenge

Meaningfully connecting students with employer D&I initiatives

Employers are increasingly seeking to attract talent from diverse backgrounds, e.g. affirmative measures, and have a range of support structures in place for employees from diverse backgrounds (e.g. champion networks)

The Challenge

- Traditional careers fairs only provide limited opportunities for conversations between diversity champions and students from diverse backgrounds
- Targeted employer events, e.g. employer visit for students with disability can provide a meaningful platform for engagement but 'getting the numbers' is a challenge
- Face to face events require students to feel comfortable to openly engage

⚙️ Responding to the challenge

National Diversity and Inclusion
Careers Fair

Pathways to Employability



National Diversity and Inclusion Careers Fair



- A national synchronised event designed to connect students from diverse backgrounds with inclusive employers. Focus areas of the fair included Aboriginal & Torres Strait Islander peoples, cultural and linguistic diversity, disability and mental health, LGBTQIA+ peoples, programs for women, veteran programs, and flexible work arrangements.
- The online event included employer presentations, networking and workshops from career services across Australia.

Pathways to Employability



- Graduate Forums across the Sydney region first launched in 2011 as face to face one-day events between universities
- *Pathways to Employability* in 2020 was adapted into an online series for students with disability from all Higher Education institutions across Australia.



A Different Way of Planning

- Collaboration
 - Pooling together of resources
 - Allocation of responsibilities
- Online events
 - wider reach
 - cost effective
 - utilising technology effectively
- Promotion and marketing
- Benefits for students

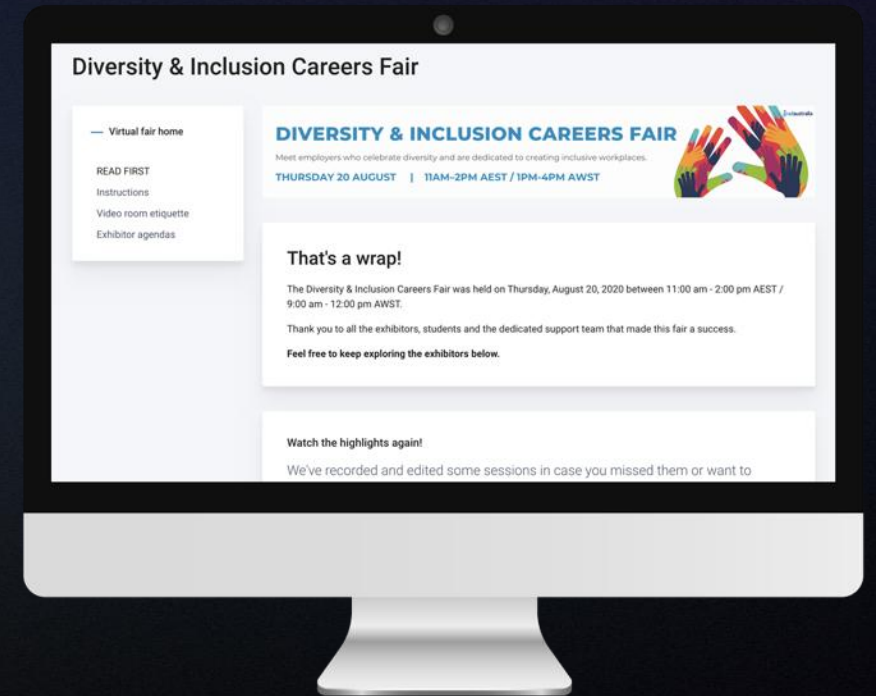


Success in 2020:

Diversity and Inclusion Fair



- Over 3 hours, 870 students joined employer video booths 3,257 times
- 69% of students visited 2 or more booths
- Technology was the most popular sector
- Students identified that email was the most effective marketing channel
- The most common reason for attending was general career exploration

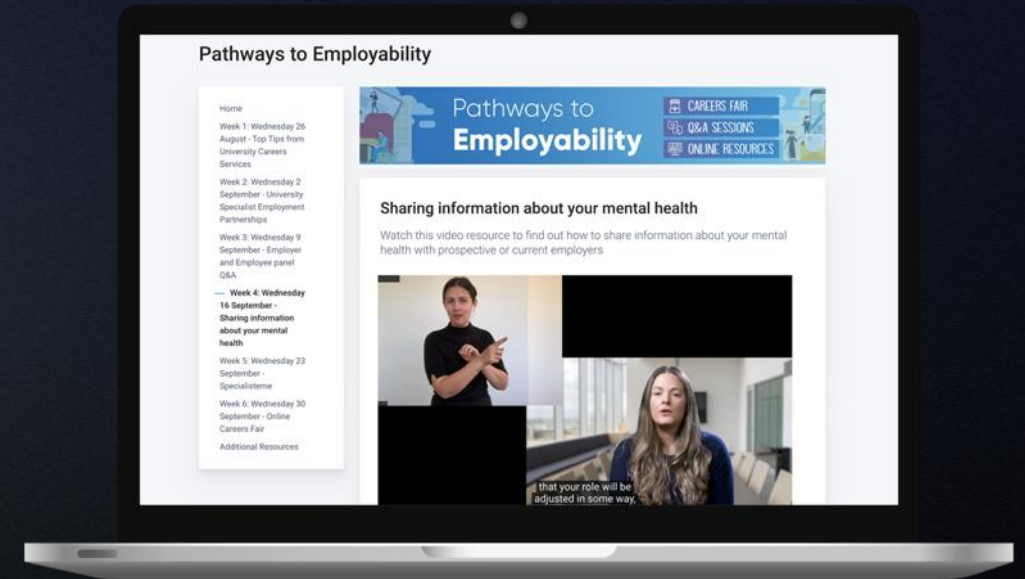




Success in 2020:

Pathways to Employability

- Over 2 hours, 78 students joined employer video booths 273 times
- 68% of students visited 2 or more booths
- Australian Network on Disability was the most popular exhibitor on the day
- 567 views throughout the week
- 233 unique views on the day
- 2,676 total page views during the 6 week series



⚠ Challenges

What might be some of the barriers between or within universities from taking part in such collaborative approaches?



Strategies for Collaboration

 Shared goal to improve graduate outcomes for Students with Disability

 Technology

 Individual responsibilities and contributions

 Sharing resources

Explore. Connect. Share.

Interested in continuing this conversation and exploring opportunities beyond 2020?

Visit: <https://forms.gle/xEFP8Hp4uAUkLxMW6>



Thank you.



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