



NCSEHE

National Centre for Student  
Equity in Higher Education



Curtin University

# Making meaningful work business as usual

Strategies, issues and choices that enable careers support for students with disability

David Eckstein (NCSEHE Equity Fellow), Friederike Gadow (ANU), Jane Anderson (USC)

Pathways15 Conference 2020

# Today's objectives

Consider:

- Key Fellowship findings
- Career Development Learning and students with disability
- Key learnings from different iterations of targeted careers support initiatives

Discuss

- Ramifications for careers support initiatives at your university
- Your plans, priorities, and issues that affect them

# Mentimeter poll

How confident are you at being involved with careers support initiatives for students with disability?

What questions do you have about providing careers support for students with disability?

# Key Fellowship findings

## Barriers to service provision

- Lack of staff expertise
- Embedded service silos
- Different ideas about helpfulness
- Inaccurate assumptions about students' careers thinking

## Enabling factors

- More collaboration with external stakeholders
- Staff training
- More collaboration with internal stakeholders
  - Working together on targeted careers support initiatives
  - Facilitating mutual understanding

# Career development learning and students with disability

## **Students with disability:**

- Know what work they want to do
- Engage with difficult issues (e.g. disclosure)

## **Career development learning for students with disability involves:**

- Developing students' growth mindsets
- Engaging students in reflective activities
- Developing students' career management skills
- Working with notions of imposed disability

# Careers and Disability – complementary professions

## **The careers theory foundation aligns with social models of disability**

Work with psycho-social notions of professional identity

Develop students' professional self-sufficiency and agency via their

- Personal motivation, meaning and choice
- Deep engagement with their core discipline
- View of the world and how they want to fit themselves into it

Both career and disability professionals enable their clients

# Strategies, issues and choices at ANU 1/2

(a work in progress)

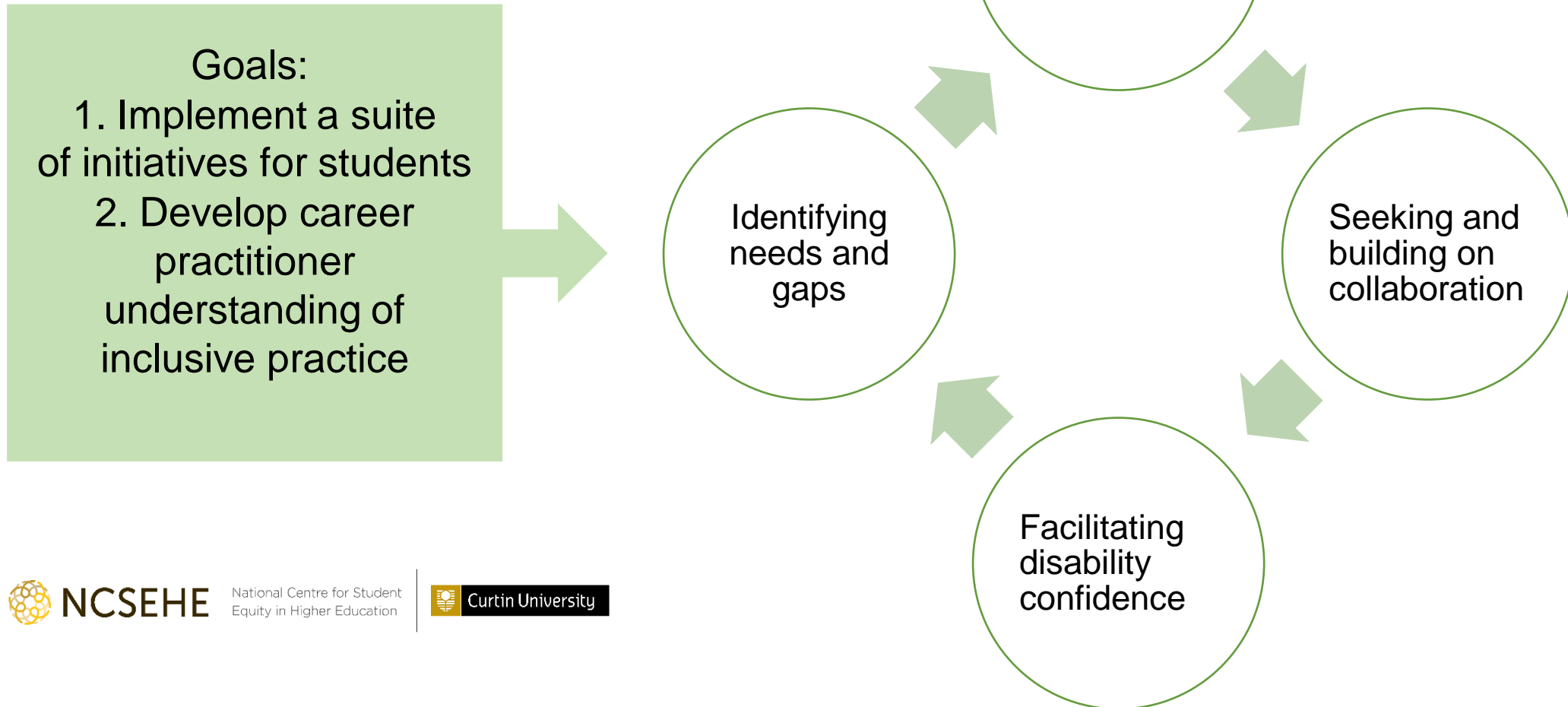
**Background:** In June 2019, ANU began to implement a range of initiatives to support employability and career development for students and graduates with disability.

Challenges:

- Where to start?
- Constraints: Budget – Staff – Time
- Global pandemic!
- Uncertainty of continuity
- ...

# Strategies, issues and choices at ANU 2/2

(a work in progress)





# Collaboration, inclusion and developing competencies

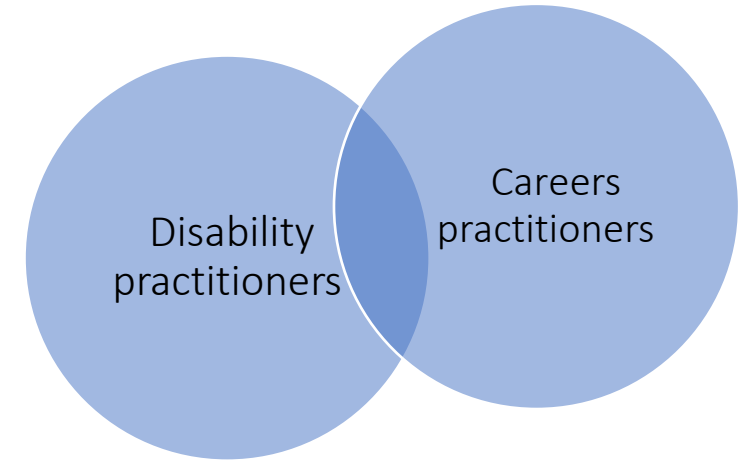
Inclusive careers advising

Service realignment

- Careers staff mindset: how to approach people with disability
- For careers practitioners: the competency is being inclusive. Adjustments aren't unique to people with disability

What diversity and inclusion resources do you have access to?

USC considering developing module for all staff to complete and are about to release first Diversity and Inclusion Plan.



# USEP at USC

Another work in progress...



- *Proposed by our NDCO 2017*
- *Commenced planning mid 2018*
- *Commenced on campus August 2019*
- *2020.....*
- *Service restructure adding layer of organisational challenge/opportunity. USEP started to bring us together.*

# Questions, priorities, suggestions

# Disability Career Development Learning Community of Practice

Your thoughts and suggestions




Current resources suggestions:

- Guidelines and issues for developing collaborations with employers, Disability Employment Service providers
- Strategies for regional and remote students
- Service model and event exemplars
- Funding information

2021:

- Report on progress and issues, and
- Provide support and feedback to others

# Support

**WISE** Employment [Job Seekers](#) [Employers](#) [Social Enterprises](#) [Community](#) [About Us](#) [Contact Us](#)   

Please submit your name and email address below to access the GradWISE Selfie Evaluation (opens in a new window).

## What is GradWISE?

GradWISE is a new program, developed by WISE Employment in conjunction with Australian Universities. The program is designed to empower tertiary students living with a disability, mental, physical health condition or injury aspire, develop and thrive in graduate and entry level employment.



## WELCOME

The Australian Network on Disability (AND) is a national, membership based, for-purpose organisation that supports organisations to advance the inclusion of people with disability in all aspects of business.

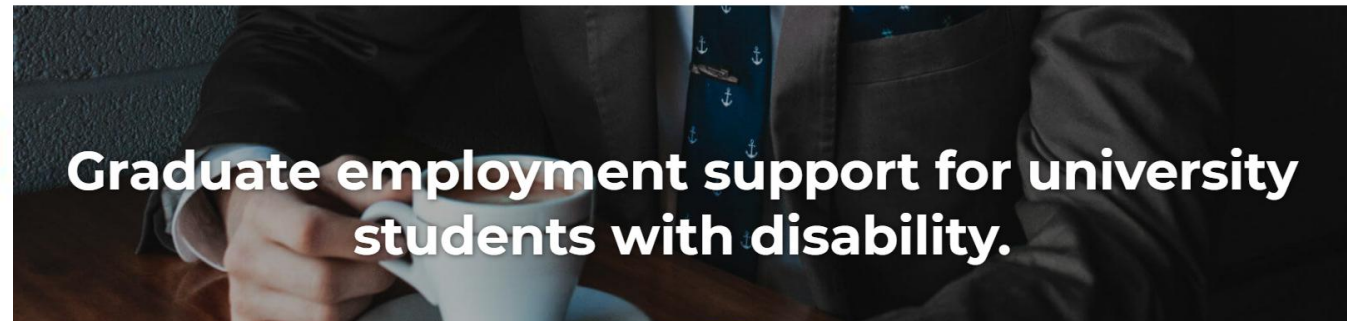


## Job Access

Driving disability employment



[Home](#) [Register](#) [FAQ](#) [Blog](#) [Newsletter & Communications](#)





# Thank You

---

**Website:** [ncsehe.edu.au](http://ncsehe.edu.au)

**Email:** [ncsehe@curtin.edu.au](mailto:ncsehe@curtin.edu.au)

**Twitter:** [@ncsehe](https://twitter.com/ncsehe)

**Facebook:** [@ncsehe](https://www.facebook.com/ncsehe)

[deckstein@swin.edu.au](mailto:deckstein@swin.edu.au); [Friederike.Gadow@anu.edu.au](mailto:Friederike.Gadow@anu.edu.au); [janders3@usc.edu.au](mailto:janders3@usc.edu.au)