# Students with disabilities:
# on the road to
# lasting employment!

## Tips for faculties and departments
This leaflet contains practical information for faculties and departments on how to help students with disabilities find employment.

# Tips for faculties and departments

## Tip 1 Inform students about future prospects

Inform students with disabilities about their prospects after graduation. This could include information about specific job vacancy sites, matching sessions, municipal services, etc. You can furnish this information yourself, or ask others to assist you.
For example:
• Alumni who also have a disability
• Employer portals/UWV Employee Insurance Agency/ municipality: for information about the kinds of assistance available for job application training, job coaching, ergonomic assessments, etc.
• Specialised employment agencies
• Work placement/career office at your institution
• Handicap + studie expert centre

## Tip 2 Empowerment: make students stronger

Let students' talents be your guide. Students with disabilities may need help applying for jobs and advice on the best way to present themselves to prospective employers. Besides the standard job competences, the way an employee communicates about their disability is also key to lasting employment. Your faculty or department can develop electives to address this as well as connect students with alumni who also have a disability.
Students with disabilities may have specific questions:
• Where do my talents lie?
• How can my school support me?
• Should I tell others about my disability or not?
• What's the right time to tell an employer about my disability?
• Do I have an accurate sense of my own workload capacity?

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### Tip 3 Maintain and strengthen the institutional network

You, as part of the institution and your department, have a network of companies, organisations and other institutions that you work with on a regular basis. You can harness this network for students with disabilities in various way:

- Provide information about careers and work placements: by helping students get the lay of the professional landscape, they can see the possibilities and impossibilities of different jobs and employers and their own workload capacity.
- Inform students and employers about existing supply and demand.
- Introduce recent graduates to employers with whom you believe they could be a good match.

### Tip 4 Inform employers and institutions

Employers and institutions rely on information from educators. The information you give can be general in nature and does not need to concern individual students. This information can be about:

- Students' competences
- Adaptations made at your institution to accommodate students with disabilities.
- How employers and institutions can reach this target group.
- Assets of students with disabilities.

### Tip 5 Direct students to job vacancies

Various employment agencies and online job boards cater specifically to students with disabilities. Inform students about them. Also talk to them about the possibility of starting a business of their own with fellow students. For further information see:

- Listing of employment agencies
- Listing of job and work placement openings
- Resources for entrepreneurs

**The handicap + studie expert centre** supports higher education institutions in the Netherlands in their efforts to make education accessible for students with disabilities. The handicap + studie centre of expertise is part of CINOP.

## Contact

handicap + studie expert centre

**visiting address**
Stationsplein 14
's-Hertogenbosch

**postal address**
Postbus 1585
5200 BP 's-Hertogenbosch

**telephone**
+31(0)736800783

algemeen@handicap-studie.nl

www.handicap-studie.nl
You can also find us on
Facebook and Twitter
('handicap + studie').

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