

Career guidance

- of students with disabilities

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International background

- *UN convention on the Rights of People with Disabilities recognize the right of persons with disabilities to work, on an equal basis with others (2006)*
- *EU-level cross-sector social partners agreement on achieving an inclusive labour market (2010)*



Local background

- *Local Employment Council in Aarhus/Samsøe in financial support of establishment of Education in “Career Guidance for People with Disabilities” at Counselling and Support Centre, Aarhus University*





Oh what to do, what to dooo?

A learning-based perspective on career counselling

A process that does not match job or diagnoses career skills and opportunities but **facilitate learning processes** that supports career development and interventions by focusing on the stimulation of abilities, interests, assumptions, values, and personality



A learning-based perspective on enabling people with disabilities

Medical perspective on diagnosing impairment



Learning-based perspective on understanding, stimulation and development of challenges and abilities

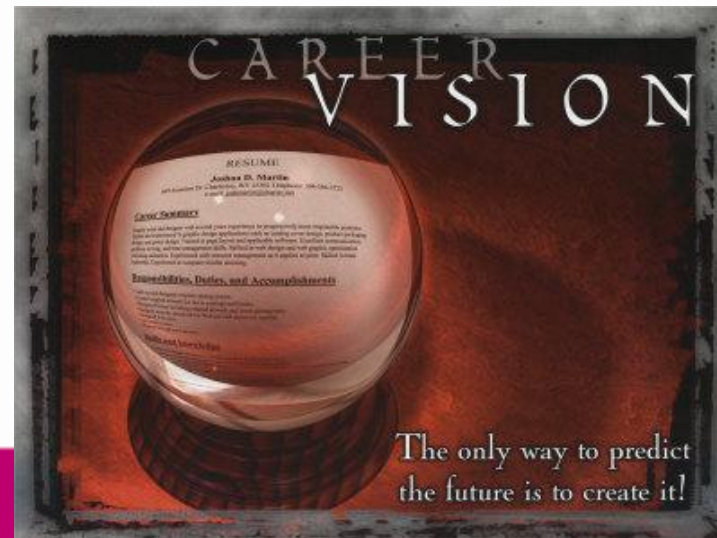


A learning-based model for career counselling of people with disabilities



Stage 1: Career vision

An image that makes you able to see your future work and career in a way that is personally meaningful, stimulating, inspiring and self-fulfilling in accordance with the life you live and want to live



Qualities of a good career vision

- Positive: Always a wish
- Not too big, but concrete and visible
- Significant
- Realistic
- Awareness that it requires effort
- Look at the beginning and not at the end



Stage 2: Resources and challenges (Employability assessment)



Resources

A primary focus on the identification and stimulation of each individual's competencies and resources in relation to career and work situation



Challenges

A focus on understanding the implications of the individual's disability not just as limitations but as challenges in relation to career and work situation and on the stimulation of ways to handle them in



Example of employment challenges to people with ADHD and ADD

- **Cognitive** (inattentive, distractable, hyper focus, memory)
- **Emotional** (impulsivity)
- **Workproces** (schedule, involvement, paperwork, organizing, monitoring, coordination)
- **Social** (invasion, keep appointments, forget others, distract others, restlessness, sensitive to criticism, authority problems)



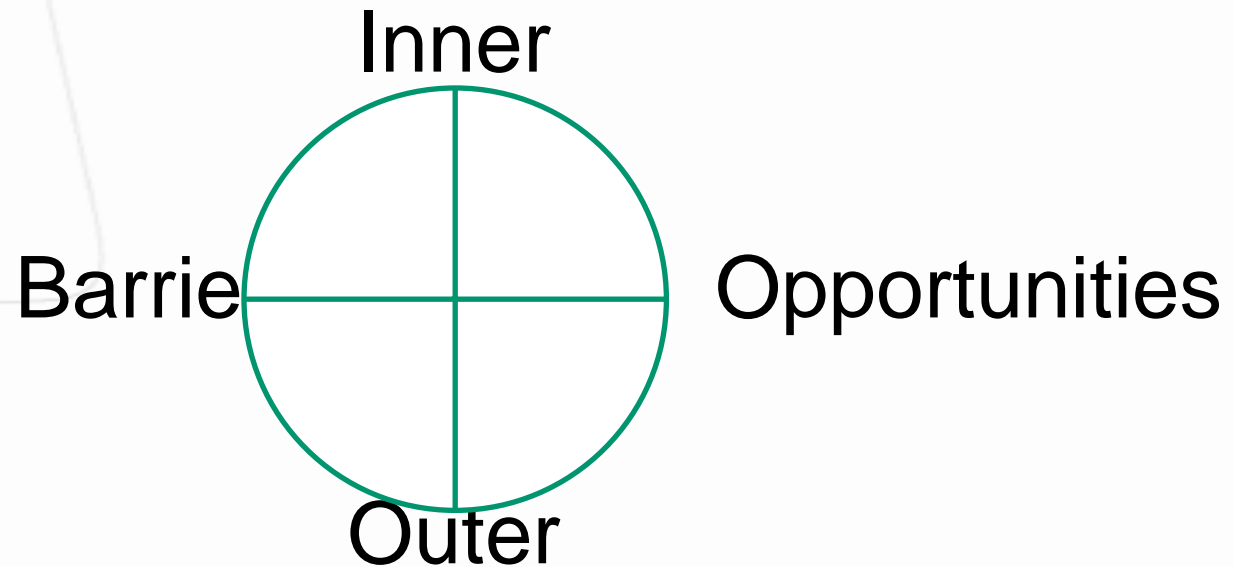
Example of ways of addressing employment challenges to people with ADHD and ADD

1. Use a quiet workplace, headphones earplugs
2. Look for jobs, that fits your needs and talents, for example without much routine and structure, maybe with movement
3. Use the breaks for 'work-out'
4. Look for a job that doesn't demand many details, deadlines and paperwork
5. Use special time-management, calendar systems etc.
6. Practice social competences, explain that you are distractable, seek independent employment

Example of ways of reformulating employment challenges to people with ADHD and ADD

1. Superobserving rather than distractable
2. Concentration capacity rather than hyperfocusing
3. High level of energy rather than hyperactive
4. Innovation capacity rather than restless

Stage 3: Opportunities and barriers



Barriers

Inner

- Negative expectations, low self-esteem
- Closedness to the world

Outer

- Prejudice
- Structural problems on labour market

Opportunities

Inner

- Positive expectations and self-esteem
- Openness to the world

Outer

- Organisations with inclusion strategies
- Special disability-friendly opportunities

Learning-based coping with barriers

Handling of negative expectations

Working on openness

Stage 4: Goals and strategies

- Activation of hope and optimism, handling of dissappointments and anxiety
- Motivational interviewing (discrepancies, self-efficacy)
- Setting of SMART-goals especially important
 - Specific
 - Measurable
 - Achievable
 - Realistic
 - Time-bound

Disclosure

- No rules
- By invisible disabilities, only when other efforts fail
- Positive and focused on solutions rather than negative and focused on problems
- Best, of a positive reaction might be expected