



CAMPUS TO CAREER: STUDENT TIPS

Moving from university into work is a big step.

You may be unsure where to start, how to talk about your strengths, or when to share information about your neurodivergence.

This toolkit offers practical guidance to help you move forward with confidence.

TOP 5 TIPS FOR TRANSITIONING FROM UNIVERSITY TO WORK

1. Focus on your strengths

Look for careers that suit both your skills and your neurodivergence. Different neurodivergent traits can bring valuable strengths in the workplace.

For example, individuals with attention deficit hyperactivity disorder (ADHD) may thrive in fast-paced environments, while dyslexic students often bring creative thinking.



Dyslexic: strong people skills, creative thinking, seeing the bigger picture



Autistic: logical thinking, attention to detail, following processes



ADHD: adaptable, responsive and comfortable in fast-paced environments



Dyspraxic: clear communication, practical problem-solving



Think of some times when you've demonstrated your strengths.

2. Look for inclusive employers

An increasing number of employers value neurodivergent employees, but not all employers state their inclusivity on their websites. Search for employers signed up to the Disability Confident scheme or who welcome applicants from a range of backgrounds.



If you think you can do the job, apply for it as you might be the perfect fit.



Look for employers that 'welcome applicants from a range of backgrounds'.



Be clear about the support that helps you succeed at work.

3. Decide when to share

Deciding when to share your neurodivergence is a personal choice. Sharing your neurodivergence early can help employers provide the right support from the start, including interviews and assessments. However, some students decide to wait until they've received a job offer.



If your neurodivergence significantly affects daily life, your employer must consider reasonable adjustments, such as extra time for assessments, assistive technology, regular check-ins or a quieter workspace.

Deciding when to share your neurodivergence is a personal choice.



Disability Confident employers want to attract diverse talent and ensure hiring processes are accessible. They may also put reasonable adjustments in place to help neurodivergent individuals stay in work.

4. Ask for support

Many adjustments are low-cost or no-cost for employers to put in place. If you need support to do a fundamental part of the job, explain what support has helped you in the past.



You might need to say: "I'm dyslexic, so I find text to speech software very helpful." Or "I have ADHD, so I may need help to plan my week".

5. Keep positive

Finding work and starting a career can be challenging for everyone. It's natural to feel overwhelmed at times, so remember the coping strategies you've already developed at university. Your ability to plan, problem-solve, keep going and stay positive is a transferable skill. Use it to find the career that's right for you.



Remember the strategies you developed at university and use them.



TOP TIPS

- Think of your neurodivergent traits as strengths, not weaknesses
- Look for careers that play to these strengths, as well as your degree
- Think how you would explain your neurodivergence to an employer
- Explain what low-cost, or no-cost, adjustments have helped you before
- Stay positive as job hunting can be challenging at times



About PAM Group

PAM Group helps neurodivergent individuals access the support they need to stay in education and employment. Our cost-effective and compassionate service includes best-value needs assessments, coaching and assistive technology.

EAP | Mental Health | Neuro | Physio | Occupational Health

One partner. Seamless delivery. Meaningful outcomes.

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