

Bringing  
students and  
progressive  
employers  
together



# MyPlus Students' Club

## Bringing students and progressive employers together

Organisations with an early talent focus recognise the need to be inclusive of those with a disability\* and with a growing number of students having a disability (16% in UK Universities) being able to leverage this talent dramatically increases the talent pool for any employer. However, when it comes to attracting and engaging with students with disabilities, you find it a challenge and difficult to know where to start. In reality it isn't hard; it just needs a plan, commitment and sufficient resources.

We make it easy for organisations to understand how to connect with students with disabilities and market themselves as employers of choice to this talent pool. We provide employers with knowledge, support and a platform to enable them to showcase themselves as a disability confident employer to disabled students.

\*Disability includes, but is not limited to, conditions such as visual and hearing impairments, mobility impairments, autism, diabetes, epilepsy, dyslexia, dyspraxia, mental health conditions, speech impairments and major illnesses such as cancer and MS.



By making the investment and committing to become disability confident in early years recruitment organisations will not only ensure you are able to grow your talent pool, but it will also benefit your existing employees who have a disability or become disabled during their career. 83% of people acquire a disability as opposed to being born with it. The average age of acquiring a disability is 45.



# MyPlus Students' Club

[www.myplusstudentsclub.com](http://www.myplusstudentsclub.com) is a website that provides students with disabilities and long-term health conditions with the specialist careers advice and support they need to apply for jobs and navigate the recruitment process. The aim is to build their confidence to find opportunities, approach relevant organisations and go on to realise new possibilities with progressive employers.

## Market yourselves as employers of choice

The Students' Club website provides a platform for organisations to showcase themselves as a disability confident employer. Organisations can create a company profile, advertise jobs and careers events, and showcase their disability network. Organisations can also profile employees who manage their disability in the workplace on a day-to-day basis. These employer profiles demonstrate that you actually do what you say you do when it comes to recruiting and supporting disabled individuals.

Widely recognised as leading experts in graduate and student recruitment, with established relationships with UK university careers services, disability services, faculties and student societies, all of whom share our resources with their students, the MyPlus Students' Club can help you:

- Market your company as employers of choice for students with disabilities
- Increase your applications from students with disabilities
- Access the talents and strengths of students with disabilities
- Raise your profile amongst students with disabilities



Our company presence on the MyPlus Students' Club website has enabled us to boost our reputation amongst students with disabilities. Sharing employee stories has allowed us to showcase the support we offer in the workplace and how individuals benefit from this.

— Clare Beynon, Talent Acquisition Manager, Enterprise Mobility





# MyPlus Students' Club

## Making it easy to engage with disabled students

Your organisation's profile on the Students' Club website provides you with an opportunity to market yourself as an employer of choice to disabled students. Guidance is provided by MyPlus to enable you to develop a profile which fully demonstrates your organisation's commitment to being inclusive of all potential applicants.

- **Outline your organisations' commitment to disability on your Company 'About Us' section**

This is where you talk about how your organisation's commitment to disability has positively impacted the business and how your culture supports people with disabilities. You can introduce your disability networks, demonstrate any initiatives in place to help disabled students and employees succeed and showcase any employment, diversity and disability awards.

- **Profile your people**

In this section you can provide insights into what it is like to work at your organisation as a Graduate or Experienced Hire/Professional who manages a disability by sharing their stories. Disabled students/graduates applying for roles are more comfortable being open about their own disability when they can see examples of others who have been open and were successful with their application.

- **Detail your opportunities**

Here you can provide an overview of your internship, graduate & apprenticeship opportunities & programmes. The Students' Club promotes these, for free, in our newsletters sent to our members, University Careers Services, student societies and faculties.

- **Provide application advice**

This section enables you to offer advice to disabled students who are thinking of applying to your organisation, such as key strengths/competencies you look for, tips on explaining mitigating circumstances or on being open. You can include videos from a senior manager, recruiter or recent graduate and links to your careers section on your company website.

- **Showcase disability support available**

Inform potential candidates about the support and adjustments that are available during the recruitment process. Provide contact details for your disability expert, making it easy for disabled students to talk to you and discuss their requirements, helping to promote you as an approachable and disability confident employer. You can also highlight the support and adjustments available to employees once they have joined your organisation.

- **Advertise Events**

Tell students about your upcoming careers events. These events will be featured in both your employer profile and the events section of the MyPlus Students' Club website and will be shared via our social media platforms.



I definitely found MyPlus Students' Club to be such a great source of information and advice when I was in that transition stage between graduating and working out what my professional career would look like!

— Emma Acheson-Gray, Graduate

# MyPlus Students' Club

## Target jobs partnership

If you advertise early years jobs with Target Jobs, through our partnership with them, any employers who are also working with us are able to include the following badge at the bottom of your profile page demonstrating your commitment to disability:



### We are proud to work with MyPlus

MyPlus help students and graduates with disabilities land their dream job. Everything from essential advice to employer contacts all in one place. [Register for free.](#)



## RateMyPlacement Partnership

If you advertise early years jobs with RateMyPlacement, through our partnership with them you have the option of having your membership mentioned in your RMP profile. This will be linked to a blog about what it means to be a disability confident employer. Where space permits RMP will also place a MyPlus Students' Club badge in the media section of your profile on RMP, denoting that you are a disability confident employer.

## MyPlus Recruiters' Club

Membership of our MyPlus Recruiters' Club will give you access to the Students' Club to market yourselves as disability confident employers to career ready disabled students. It will also provide you with the knowledge, confidence and support you require to attract, recruit and develop disabled early years talent.

Achieved through complimentary places at our educational events, consultancy/training days, access to our disability confident recruitment and marketing toolkits, quarterly Q&A virtual drop in sessions and email advice and support, membership will give you everything you need to become disability confident in student recruitment. For further details of these additional benefits and membership costs please see our MyPlus Recruiters' Club brochure or visit our website. [www.myplusconsulting.com](http://www.myplusconsulting.com)



# MyPlus Recruiters' Club

Employers must be members of the MyPlus Recruiters' Club to be able to advertise on the Students' Club website. There are different levels of membership with varying Students' Club benefits:

## Platinum Level membership benefits

- Company profile on MyPlus Students' Club website
- 45 job and career event adverts
- 3 mailshots to students per annum
- Logo on homepage

## Gold Level membership benefits

- Company profile on MyPlus Students' Club website
- 15 job and career event adverts

## Silver Level membership benefits

- Company profile on MyPlus Students' Club website
- 10 job and career event adverts



Working with MyPlus has not only allowed us to showcase EY as a disability confident employer on the Students' Club website but has also helped us to educate our recruitment team on best practice and how EY can provide support to candidates with disabilities during the recruitment process.

— Beth MacDougall, Senior Associate - Student Talent Attraction and Acquisition, UK & Ireland, EY



## Government Disability Confident Scheme

If you are looking to become accredited as part of the UK Government's Disability Confident Scheme. All of the benefits of the Students' Club and indeed the wider Recruiters' Club will enable you to fulfil many of the commitments for Level 1 and criteria for Level 2. For example, having your company profile and advertising jobs on the Students' Club website will enable you to demonstrate that you are committed to actively attracting and recruiting disabled candidates to meet 'Criteria 1, Level 2 to become a Disability Confident Employer'.



# MyPlus Recruiters' Club

## Platinum members



## Gold members



## Silver members



## How to join

For further information on becoming a member of the MyPlus Recruiters' Club, or to join, contact [info@myplusconsulting.com](mailto:info@myplusconsulting.com)

[www.myplusconsulting.com](http://www.myplusconsulting.com)