



**Change
100**

Liv
Service Programmes Executive
at BMW

Pioneering. Talented. Employable.

Matching the best diverse talent with progressive employers.

Improve your organisation and kickstart the careers of ambitious disabled university students and graduates.



Hello

We are Leonard Cheshire – supporting individuals to live, learn and work as independently as they choose, whatever their ability. Led by people with experience of disability, we are at the heart of local life – opening doors to opportunity, choice and support in communities around the globe.

In 2013 we launched Change 100 with an ambition to change the employment landscape for disabled students and recent graduates.

Change 100 aims to remove barriers experienced by disabled people in the workplace and to allow them to achieve their potential.





Oscar
Guest Services Associate at
InterContinental Hotels Group

Did you know?

1 in 5

people in the UK have a
disability

77%

of students and recent
graduates with disabilities
fear they will be discriminated
against if they disclose their
disability to employers



What is Change 100?

Change 100 is an award-winning programme of paid summer work placements and mentoring for disabled students and recent graduates.

Our motivation

Change 100 aims to unlock the untapped potential of disabled students and recent graduates to give organisations access to a talent pool bursting with ability, creativity and insight.

Your opportunity

We are currently looking for employers to offer paid summer placements of approximately 100 days to participants. Change 100 interns have already made their mark with over 130 leading employers. Whatever the size or sector of your organisation, or the opportunities that you have available, we invite you to experience Change 100's benefits.



39:58

Male:Female

32.5%

First from family to go to university

29.3%

Black and minority ethnic

100%

Disclosed one or more disabilities

Note regarding gender ratio: remainder of participants selected 'other or 'prefer not to say'. Statistics from 2017 participants.

“ From the beginning of our involvement with Change 100 two years ago, we have been impressed with all aspects of the programme. Our talented interns have made a significant impact on our organisation and staff. Our placements have been a major success with high calibre candidates well matched to our organisation. I'd strongly recommend any organisation to explore the opportunity to work with and benefit from the Change 100 programme. ”

Tony Vincent, Head of Business Information and Systems at Royal Berkshire Fire and Rescue Service

Some of our supporting partners



ARUP



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ASOS



BBC STUDIOS



Bevan Brittan 





FARRER & Co

FREETHS

IHG®



LOUIS VUITTON



SKANSKA

Sotheby's EST. 1744

Taylor Wimpey

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US UNIVERSITY OF SUSSEX



Why get involved?



Access to untapped talent

Access a pool of exceptionally high-calibre candidates that you may not reach via traditional selection and recruitment processes.

Commercial opportunity

The 'purple pound' is worth an estimated £212 billion a year. Employing disabled people will give you critical insight to help you sell more effectively to disabled people around the world.

Be more disability confident

We understand that there may be worries around using appropriate language and supporting disabled employees. Our training and ongoing support will give staff straightforward advice, new perspectives and confidence. Participating in Change 100 enables you to be recognised as 'Disability Confident

Committed' through the Government's Disability Confident scheme.

Improve employee morale

It is likely that you will already employ disabled people who haven't disclosed their disability. Participating in Change 100 will send a positive signal to your employees that you're an inclusive and supportive employer.

Serve your current employees better

83% of disabled people acquire their disability during their working life. The majority of these people are able to continue in their existing employment, provided their employer can make reasonable adjustments.



As a Change 100 partner you will receive:

- An outstanding intern selected through a rigorous but accessible process managed by the Change 100 team and participating employers
- Disability Equality Training and bespoke intern briefings for all staff who are involved with Change 100
- Ongoing support throughout the three month internship period

Your organisation will also benefit from:

- Development opportunities for your staff – we provide training and ongoing support for mentors in your organisation
- Networking opportunities with other Change 100 employers – we hold regular events to share best practice around disability
- Free promotion in all of our marketing activity to students at campuses across the UK and to other organisations we approach
- Recognition as a disability-inclusive employer
- Government Access to Work funding for specialist aid or equipment for your intern, if required

Cost

Participation in Change 100 costs £3,250 + VAT per intern plus the intern's salary for the duration of the placement. The salary must meet or exceed the Living Wage Foundation recommended hourly rate: www.livingwage.org.uk

100%

of employers stated that the quality of candidates met their expectations.

100%

experienced goodwill internally with staff as a result of increasing disability awareness and confidence.





Shuv

**Political/Financial Analyst at
Royal Berkshire Fire and
Rescue Service**

Your Change 100 intern

All Change 100 interns have a predicted or obtained 2:1 or 1st in their undergraduate degree* and are eligible to work in the UK for the duration of a full-time summer placement.

We assess against the following competencies:

- Initiative
- Problem solving
- Customer focus
- Communication
- Teamwork
- Resilience
- Time management

*The Change 100 team will take into account mitigating circumstances related to the intern's disability or health condition.

Key dates

Sept 2018

Promotion and recruitment campaign at universities

Sept 2018–Jan 2019

Application window for students

Feb–Mar 2019

Applicant shortlisting and assessment centres, in partnership with participating employers

Apr 2019

Matching process, in partnership with participating employers

May 2019

Disability Equality Training and bespoke intern briefings for employers

Jun–Sep 2019

Placement period and ongoing support for employers and students

Sep–Dec 2019

Professional development workshops for interns run by the Change 100 team, with participating employers

How can you start your Change 100 journey?

Please contact the Change 100 Employer Relationship team on:

020 3242 0419

employer@change100.co.uk

leonardcheshire.org/change100

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Finalists for the National Undergraduate Employability Awards 2018 – Best Disability Initiative in Work Experience