



**Change  
100**

**Ayo**  
HR Assistant  
Anglo American

# **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.

By working with our partner employers to develop inclusive workplace cultures, we aim to remove barriers and create opportunities for disabled people to achieve their potential.





**Becky**  
Business Analysis Intern  
Origin Housing

**Did you know?**

**1 in 5**

people will become disabled  
at some point in their lives\*

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**77%**

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

\*Department for Work and Pensions, 2018

\*\*GreatWithDisability.com, Openness:  
understanding why students are reluctant  
to be open with employers about their  
disability, 2015



# 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 160 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.



**63:33**

Female:Male

**40%**

First from family to go to university

**27%**

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 2019 participants.

**“We’ve been delighted by the Change 100 programme, intern quality and support. It was such an easy programme for a busy organisation to engage with, yet so beneficial. We will undoubtedly want to stay in touch with our interns and the programme has been a great springboard to formulating tangible change plans within our organisation. I’m confident this won’t be our only Change 100 intern cohort.”**

Suzanne Gray, BMW Group UK



# 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 £249 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 can help you to be recognised as Disability Confident Committed.

## **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.

\*Department for Work and Pensions, 2018

\*\*Centre for Social Justice, Rethinking disability at work, 2017



### **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 resources 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

# Some of our supporting partners



ARUP



ASOS



BBC STUDIOS

Bevan Brittan 



CITY OF  
WOLVERHAMPTON  
COUNCIL





FARRER&Co

 **Fat Beehive**

FREETHS

**Heathrow**

**IHG®**

  
Intellectual  
Property  
Office

 LexisNexis® | 200  
The Future of Law. Since 1818.

 LONDON BOROUGH OF  
**BEXLEY**

supported by  
 **Nottinghamshire  
County Council**

**NPC**   
New Philanthropy Capital

 ODGERS BERNDTSON

**OPEN SOCIETY  
FOUNDATIONS**

**origin**  **HOUSING**

 **RCR**  
The Royal College of Radiologists

**ROYAL BERKSHIRE  
FIRE AND RESCUE SERVICE**  
Enabling people to lead safe and fulfilling lives

 **suez**


**SKANSKA**

**Taylor  
Wimpey**

THE  
**NATIONAL  
GALLERY**

**US**  
UNIVERSITY  
OF SUSSEX

  
WALES AUDIT OFFICE  
SWYDDFA ARCHWILIO CYMRU

  
wall to wall television

**WRIGHT  
HASSALL**

  
**ZURICH**

# 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](http://www.livingwage.org.uk)

**Over the last five years:**

## 95%

of employers agreed that their Change 100 intern has had a positive impact on their organisation

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## 90%

of employers agreed that goodwill with staff improved as a result of increasing disability awareness and confidence



# 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:

- Problem solving
- Teamwork
- Organisation
- Initiative
- Resilience
- Self development
- Self-reflection

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

# Key dates

## Sept 2019

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Promotion and recruitment campaign at universities

## Sept 2019–Jan 2020

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Application window for students

## Jan–Feb 2020

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Applicant shortlisting and assessment centres, in partnership with participating employers

## Mar–Apr 2020

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Matching process, in partnership with participating employers

## May 2020

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Disability and employment training with a bespoke session about the intern for employers

## Jun–Sept 2020

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Placement period and start of professional development programme for interns

Ongoing support for employers throughout the summer

## Sept–Dec 2020

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Continuation of professional development programme with graduation event in December

## How can you start your Change 100 journey?

Please contact the Change 100 Employer Relationship team on:

**020 3242 0200**

**[change100@leonardcheshire.org](mailto:change100@leonardcheshire.org)**

**[leonardcheshire.org/change100](https://leonardcheshire.org/change100)**

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**The UK government has praised Change 100 for “tackling inequalities within the UK’s labour market... with an ambition to change the employment landscape for disabled students.”**