



**Change  
100**

# **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.

**Leonard  
Cheshire** 



# 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.

## Did you know?

**1 in 5**

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

**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 and 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. We are also able to deliver entirely remote placements should that suit your business need.

**64:27**

Female:Male\*

**42%**

First from family  
to go to university

**29%**

Black and minority ethnic

**100%**

Disclosed one or more  
disabilities

\*Remainder of participants selected 'other' or 'prefer not to say'.  
Statistics from 2020 participants.



**“ The support provided is excellent and makes it really straightforward for busy hiring managers to buy into the process. The quality of candidates is always high. ”**

HR team, Skanska

# 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 guidance 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 shared 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 workplace 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 inclusive process managed by the Change 100 team and participating employers
- A disability and employment training session and bespoke intern briefing for all staff involved in the programme
- Ongoing support throughout the three month internship period
- In the case of tightened government restrictions due to Covid-19, we will support you in adapting your placement accordingly. In 2020, all our internships were delivered remotely

### **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, giving you access to a wider pool of talent
- Demonstrating commitment to diversity, and to improving inclusive practices within your organisation

# Some of our supporting partners

 **AnalogFolk**

 **AngloAmerican**

**ARUP**

**AON**  
Empower Results®

**ASOS**

 **AutoTrader**

  
**BARRATT**  
DEVELOPMENTS PLC

**BBC STUDIOS**

Bevan Brittan 



 **COMMUNITY  
FUND**

 **Companies House**

**NHS**  
Central and  
North West London  
NHS Foundation Trust

CITY OF  
**WOLVERHAMPTON**  
COUNCIL

 **enterprise**

**NHS**  
**England**

 **Epping Forest  
District Council**  
[www.eppingforestdc.gov.uk](http://www.eppingforestdc.gov.uk)

  
**European Bank**  
for Reconstruction and Development

FARRER&Co



FREETHS

**Heathrow**



**IHG<sup>®</sup>**



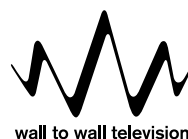
**OPEN SOCIETY  
FOUNDATIONS**



**SKANSKA**



THE  
**NATIONAL  
GALLERY**



# 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 six years:

# 95%

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

# 92%

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
- Adaptability
- Self-development
- Self-reflection

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



# Key dates

## Sept 2020

---

Promotion and recruitment campaign at universities

## Sept 2020–Jan 2021

---

Application window for students

## Jan–Feb 2021

---

Applicant shortlisting and assessment centres, in partnership with participating employers

## Mar–Apr 2021

---

Matching process, in partnership with participating employers

## May 2021

---

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

## Jun–Sept 2021\*

---

Placement period and start of professional development programme for interns

Ongoing support for employers throughout the summer

## Sept–Dec 2021

---

Continuation of professional development programme with graduation event in December

\*Depending on government coronavirus guidelines, we are able to support placements starting later in the year

## 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)**

Leonard Cheshire Disability is a registered charity no: 218186 (England & Wales) and no: SC005117 (Scotland), and a company limited by guarantee registered in England no: 552847. VAT no: 899 3223 75. Registered office: 66 South Lambeth Road, London SW8 1RL.

**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.”**