

**Leonard  
Cheshire**



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.



# 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 potential of disabled students and recent graduates and give organisations access to an incredible 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 225 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 have successfully delivered entirely remote placements, and are able to offer these should they meet your business need.

**70:24**

Female:Male\*

**44%**

First from family  
to go to university

**44%**

Black and minority ethnic

**100%**

Disclosed one or more  
disabilities

\*Remainder of participants selected 'Trans', 'Other' or 'Prefer not to say'  
Statistics from 2022 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

Selected from a pool of exceptionally high-calibre candidates, you can access talent you may not reach through traditional selection and recruitment methods.

## 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, training and support will give staff straightforward advice, new perspectives and confidence. Participating in Change 100 can help you to be recognised as Disability Confident.

## 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
- Over the past three years, many internships have been delivered remotely with the significant majority being hybrid or home-working, where necessary. We can provide guidance on how to create remote placements, opening up your opportunities to a wider range of outstanding interns

### **Your organisation will also benefit from:**

- Development opportunities for your staff – we ask that you provide a staff member who we'll support to become a mentor for the intern on their Change 100 journey. 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



ARTS COUNCIL  
ENGLAND

ARUP

 AutoTrader

**BBC** STUDIOS



Companies House



Essex County  
Fire & Rescue Service



European Bank  
for Reconstruction and Development

FREETHS

GOCARDLESS



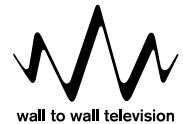
HYPNOSIS

IHG<sup>®</sup> HOTELS &  
RESORTS



LexisNexis<sup>®</sup>





980

Change 100 internships for disabled people have been delivered by our partners since 2013.

# 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 nine years:

# 95%

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

# 93%

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 circumstances related to the intern's disability or condition.



# Key dates

## Oct 2022

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Promotion and recruitment campaign at universities

## Oct 2022 – Jan 2023

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Application window for students

## Jan – Feb 2023

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Applicant shortlisting and assessment centres, in partnership with participating employers

## Mar – May 2023

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Matching process, in partnership with participating employers

## May 2023

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

## Jun – Sept 2023

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Placement period and start of professional development programme for interns

Ongoing support for employers throughout the summer

## Sept – Dec 2023

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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/employer100](https://leonardcheshire.org/employer100)**

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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.”**