

**Leonard
Cheshire**



**Change
100**

Get the best talent.

**Join us to enhance
your organisation and
launch the careers of
disabled university
students and
graduates.**



Hello

We are Leonard Cheshire – we support individuals to live, learn and work as independently as they choose, whatever their ability. We work directly with disabled people to remove barriers and with organisations to foster inclusive workplace practices.

Back in 2013, we initiated Change 100 to revolutionise the employment landscape for disabled students and recent graduates- to establish a culture of inclusivity for disabled talent. Ten years later we are still striving. In March 2023, the employment rate for disabled people stood at 53.7% compared to 82.7% for non-disabled people. There is still much more to do, to reduce the 29% disability employment gap in the UK in March 2023. *

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 share their disability with employers***

*House of Commons Library, Disabled People in Employment, June 2023

**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 internships, professional development and mentoring for talented 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 looking for employers to offer paid summer internships to participants. Change 100 interns have already made their mark with 265 leading employers. Whatever the size or sector of your organisation or the opportunities you have available, we invite you to experience Change 100's benefits.

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

An effective student/graduate talent sourcing strategy. Choose from our pool of high-quality candidates and access talent beyond traditional recruitment methods.

A source of competitive advantage

Improve your workplace practices for a lasting competitive advantage with Change 100, which enhances market appeal and promotes inclusion and accessibility.

Become more disability confident

We recognise that employers may have concerns regarding adjustments, inclusive language and providing opportunities for disabled employees. Our team of disability specialists can offer guidance, training, and support to help your staff gain new perspectives and feel more confident in this area. By becoming a Change 100 employer, you'll receive expert assistance to enhance your

organisation's disability confidence, regardless of your current level. Whether you're just starting out or already a Disability-Confident Leader, our packages can help you continue to lead the way in driving cultural change towards inclusion.

Increase employee engagement

It is extremely likely you already employ disabled people who haven't shared their disability or long-term condition. Participating in Change 100 will signal your commitment to being an inclusive employer.

Serve your current employees better

83% of disabled people acquire their disability during their working life.* Most of these people can continue their existing employment with workplace adjustments and commitment from their employer. The average cost of disability adjustments is £75 per individual.**

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

**Business Disability Forum, 2022



As a Change 100 partner you will receive:

- An effective strategy for sourcing student and graduate talent that seamlessly aligns with your needs and requirements, targeting specific interests
- Gain access to a pool of highly talented disabled students and graduates across the UK who have achieved a 2:1 or higher, tailored to your needs and preferences for recruiting
- Detailed candidate persona profiles based on their written or video applications
- Ongoing support throughout the three-month internship period
- Development opportunities for your staff
- Networking opportunities with other Change 100 employers

Your organisation will also benefit from:

- Expert workplace adjustment and disability-inclusive recruitment training and support for all staff involved in the programme
- The opportunity to improve your organisation's Disability-Confidence level
- Resources and continuous support for mentors within your organisation
- Demonstrating commitment to driving cultural change on disability

Cost

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

Over the last ten 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 intern applicants have a predicted or obtained 2:1 or 1st in their undergraduate degree** and are eligible to work in the UK for a full-time summer internship. We will hold a pre-matching consultation with all shortlisted applicants. We will provide written and video candidate profiles before you meet your selected pool of matches in a supportive interview process.

Benefits

- Increase the size of your talent pool
- Create a workforce that reflects the diverse range of customers you serve
- Help foster a collaborative, inclusive and positive workplace culture
- Enhance your company's value proposition and market appeal
- Bring additional skills into your business which could result in large savings
- Diversifying your workforce can lead to better employee engagement and overall performance

*of employers that responded

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

Some of our supporting partners

ARUP

 AutoTrader

 BMI



 Companies House



Essex County
Fire & Rescue Service



European Bank
for Reconstruction and Development

FREETHS



HIPGNOSIS

IHG[®] HOTELS &
RESORTS

 LexisNexis[®]



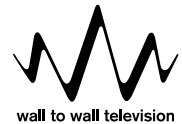
MACMILLAN
CANCER SUPPORT



SKANSKA



THG



1160+

Over 1,160 Change 100 internships for disabled people have been delivered by our partners since 2013.



Key dates

Oct 2023

Promotion and recruitment campaign at universities

3rd Oct 2023 – 30th Nov 2023

Application window for students/graduates

Dec 2023 – Jan 2024

Change 100 consults with successful candidates

Jan – April 2024

Accessible recruitment training

Webinar events programme

Employer submits placement survey (15th Jan)

5th Feb – 1st May 2024

Employer receives applicant profiles for recruitment, supported by Change 100

Intern adjustment briefing between Change 100 and employer.

Jun – Sept 2024

Placement period and start of professional development programme for interns

Ongoing support for employers throughout the summer

Sept – Dec 2024

Continuation of professional development programme with graduation event in December

How can you start your Change 100 journey?

Please get in touch with the Change 100 Employer Relationship team on:

change100@leonardcheshire.org

leonardcheshire.org/employer100

*If your organisation needs more time to submit the placement survey, please speak with your Employer Relationship Manager.

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: 3 London Bridge Street, London, SE1 9SG

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.”