We're looking for talented students and graduates with disabilities or long-term health conditions. If that’s you, join Change100 and unlock your potential!

KICKSTART YOUR CAREER
WHAT IS CHANGE100?

Change100 is a programme of paid summer work placements and mentoring. It’s designed to support the career development of talented university students and recent graduates with any disability or long-term health condition, such as:

- physical impairments
- sensory impairments
- mental health conditions
- learning disabilities or difficulties e.g. dyslexia, dyspraxia, ADHD
- other long-term health conditions e.g. diabetes, MS

If you are unsure about your eligibility please contact us at change100applications@leonardcheshire.org
Leonard Cheshire Disability, in conjunction with Koreo, launched the programme in 2013 with an ambition to change the employment landscape for disabled students and recent graduates. Change100 aims to remove barriers experienced by disabled people in the workplace, to allow them to achieve their potential. If you are successful, you will have the opportunity to deliver results within a leading organisation, with dedicated support that will help you thrive.

You will gain the experience, confidence, networks and skills needed to accelerate your career prospects.

96% of Change100 interns said their experience has improved their confidence in the workplace and 100% said their Change100 experience has strengthened their CV. So why not apply?

Find out more about some of the Change100 students’ journeys at www.leonardcheshire.org/change100

WHO IS CHANGE100 FOR?

To apply to Change100, you must meet all the following criteria:

• have a disability or long-term health condition.

• be in your penultimate or final year of an undergraduate or postgraduate university degree, or have graduated in 2016 or 2017. Any degree subject accepted.

• have achieved or be predicted a 2:1 or 1st in your undergraduate degree.*

• be eligible to work in the UK for the duration of a full-time summer work placement.

*If your academic performance has been affected by mitigating circumstances related to your disability or health condition, these will be taken into account. Please get in touch to discuss this.

WHY CHANGE100?

It’s 100 days of work experience that can kickstart your career!
The employers we work with appreciate the value that talented disabled students can bring to their organisations.

They recognise the importance of the skills and behaviours Change100 students demonstrate, such as resilience, problem-solving, embracing challenge and self-awareness.

Change100 students have already made their mark with over 90 leading employers.

We are always establishing new partnerships with a broad range of prestigious organisations to offer placement opportunities. These include corporate employers of varying sizes and industries, public and third sector organisations.

‘We were delighted to increase our participation in Change100 this year following our very successful involvement previously. We welcome the value that a diverse workforce brings and we are pleased with how Change100 is helping us to achieve this. The Change100 team are there throughout the whole process to support us as well as the intern. We look forward to a long and successful relationship with them, and continuing to provide opportunities to high quality interns.’

Anne Billson-Ross
Group Human Resources Director
at Taylor Wimpey
SOME OF OUR SUPPORTING PARTNERS

Intellectual Property Office is an operating name of the Patent Office.

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The Change100 development programme

Delivered by our founding partners Koreo, the development programme combines group work with self-directed learning, and is informed by your specific personal development goals.

By combining a high level of support with a high level of challenge, the development aspect of Change100 helps ensure that you get the most from your time on the programme and positions you well for your next career move.
‘I now see the benefits of declaring your disability to your employer. Previously I’ve always moulded myself around my workplace and struggled. I’ve learnt that asking for adjustments doesn’t mean you’ll stick out from others.’

Chidi
Quantity Surveyor Intern
at Skanska
THE CHANGE100 SELECTION PROCESS

Application form
You will need to complete an online application between 28 September 2017 and 24 January 2018.

Alternatively, you can submit your application in writing or as a video, responding to the same questions listed in the application form.

If you need any assistance with your application, or would like the application form in another format, please contact: change100applications@leonardcheshire.org or call: 020 3620 5252

Please go to: www.leonardcheshire.org/change100 to register your interest or to start your application by clicking ‘apply now’.

Our assessment centres
Our selection days are designed to bring out the best in candidates and to ensure fairness and equality of opportunity.

Our application process does not include psychometric testing at any stage.

We will liaise with you ahead of the selection day to determine any adjustments that are necessary to ensure that you can perform to the best of your abilities.

Representatives from the Change100 team will be present to support you and will assess your strengths and development areas, in collaboration with host employers.

Candidate matching
If successful, we will work with you alongside our employer organisations to ensure that you are matched to a role that is right for you. Once this has been agreed, you will receive an offer of employment from your host organisation.
# PERSON SPECIFICATION

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<thead>
<tr>
<th>Qualifications</th>
<th>A predicted or obtained 2:1 or 1st in any university degree*</th>
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<tbody>
<tr>
<td>Experience</td>
<td>There is no essential knowledge or experience required</td>
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<td>Personal attributes</td>
<td>• Customer focused</td>
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<td></td>
<td>• Able to take initiative</td>
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<td></td>
<td>• Creative problem-solver</td>
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<td>• Excellent communicator</td>
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<td>• Able to work well in a team</td>
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<td>• Resilient</td>
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<td>• Good time management</td>
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<tr>
<td>Other</td>
<td>• You must have a disability or long-term health condition</td>
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<td></td>
<td>• You must be eligible to work in the UK for the duration of a full-time summer placement. If you are an international student, please refer to the terms of your visa agreement</td>
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*If your academic performance has been affected by mitigating circumstances related to your disability or health condition, these will be taken into account. Please state this clearly where indicated on the application form.
**Duration**
Up to three months, full-time

**Location**
Various locations, UK-wide

**Hours**
Normal office hours are likely to be 9am-5pm

**Accommodation**
It is your responsibility to secure accommodation for the duration of your placement

**Salary**
Will meet or exceed the Living Wage Foundation recommended hourly rate [www.livingwage.org.uk](http://www.livingwage.org.uk)

During your placement you will be employed directly by your host organisation

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**Placement areas**
Your role will vary depending on the nature of the placement you are undertaking.

We will be offering fantastic roles in a wide range of areas, such as:

- accountancy
- CEO support
- customer services
- data analysis
- engineering
- finance
- fundraising and business development
- human resources
- IT
- marketing
- project management
- public relations and public affairs
- software development

**Responsibilities**
You will play a key role in interesting projects and will have the support of your manager and colleagues along the way.

Typical responsibilities might include a combination of participating in meetings, research, writing reports, creating presentations, handling project work and general admin. This will vary depending on your role and host employer.
‘I’ve learnt more about myself and how I approach situations and seeing that my colleagues are all very supportive makes me feel comfortable in my own skill set.’

Jessica
Design Intern
at Skills for Care

‘The Change100 team have given me guidance and advice on issues such as handling your disability in the workplace, health and safety matters, how to interact and get the best from your workplace mentor and how to deal with challenging conversations.’

Matthew
Credit Risk team
at Paysafe
WHAT CHANGE100 CAN OFFER YOU:

- an inclusive recruitment process - designed to let you shine
- valuable, paid experience with a prestigious employer, accelerating your career prospects
- confidence in disclosing your disability
- support in identifying and requesting disability-related adjustments
- a dedicated mentoring and professional development programme
- a peer group of fellow Change100 interns

KEY DATES

28 Sept 2017
Applications open

24 Jan 2018
Applications close

Feb - Mar 2018
Shortlisting of candidates and assessment centres

Apr - May 2018
Matching candidates to placements

Jun 2018
Induction and start of placements

Sep 2018
Placements end

Sep 2018 - Dec 2018
Ongoing development and mentoring support

APPLY NOW

www.leonardcheshire.org/change100
#Change100

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