

Change
100

Maisie Golding
TV Production team
at Wall to Wall

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

**KICKSTART
YOUR
CAREER**

Leonard
Cheshire
Disability

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

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 2015 or 2016. 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!

Leonard Cheshire Disability, in conjunction with Vanilla Ventures, launched the

programme in 2013 with the 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.

100% 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

CHANGE100 EMPLOYERS

WE'VE PARTNERED WITH ORGANISATIONS WHO BELIEVE DISABILITY ISN'T A BARRIER TO A BRILLIANT 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 50 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.

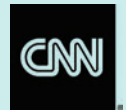
'We were delighted to increase our participation in Change100 this year following our very successful involvement previously. We welcome the value that a diverse workforce brings and we are pleased with how Change100 is helping us to achieve this. The Change100 team are there throughout the whole process 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,
Taylor Wimpey

SOME OF OUR SUPPORTING PARTNERS



Taylor
Wimpey



SUPPORT AND PROFESSIONAL DEVELOPMENT

Once you are offered a role, we will work with both you and your employer to make sure that they understand your disability and any adjustments you need.

During your placement, you'll be supported by your peers, a mentor at your organisation and the Change100 team.

This support doesn't stop at the end of your placement – we'll continue to support you throughout the following three months.

The Change100 development programme

Delivered by our founding partners Vanilla Ventures, 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.

Vanilla
CREATING SOCIAL CHANGE



‘The fact that there were Change100 development sessions during placements meant that there was time for reflection on how far everyone had come during the process, and to reflect on the skills they had nurtured.’

Bethany
Mental Health Policy team
at the Department of Health

THE CHANGE100 SELECTION PROCESS

Application form

You will need to complete an online application between **3 October 2016** and **25 January 2017**.

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

Qualifications	A predicted or obtained 2:1 or First in any university degree*
Experience	There is no essential knowledge or experience required
Personal attributes	<ul style="list-style-type: none">• Customer focused• Able to take initiative• Creative problem-solver• Excellent communicator• Able to work well in a team• Resilient• Good time management
Other	<ul style="list-style-type: none">• You must have a disability or long-term health condition• 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

*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.

JOB DESCRIPTION

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

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

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.

'It has given me an initial insight into what it's like to work in a fast paced business environment and I have met some really inspiring individuals along the way!

I had no idea what to expect coming in and now I feel like it has clarified where my next career step will be.'

Max

HR Learning and Development team at SABMiller plc



'The great thing about the Change100 programme is that it takes the stress out of disclosing your disability.

You have expert advice and support in agreeing and arranging any reasonable adjustments that you need to do your role to the best of your ability. I start my new role on the Lloyds Banking Group Graduate Programme next year and Change100 has been an important part of my success!'

Rory

Global Corporates team at Lloyds Banking Group



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

3 Oct 2016

Applications open

25 Jan 2017

Applications close

Feb - Mar 2017

Shortlisting of candidates and assessment centres

Apr - May 2017

Matching candidates to placements

Jun 2017

Induction and start of placements

Sep 2017

Placements end

Sep 2017 - Dec 2017

Ongoing development and mentoring support

APPLY NOW

www.leonardcheshire.org/change100
#Change100

Proud winner of the 2015 RIDI Award and finalist of the CIPD Recruitment Marketing Award

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