



Hello

We are Leonard Cheshire – supporting individuals to live, learn and work as independently as they choose.

Led by people with experience of disability, we are at the heart of local life – opening doors to opportunity, choice and support in communities across the UK.

What is Change 100?

Change 100 is our flagship programme of paid summer internships, professional development and mentoring. It's designed to support the career development of talented university students and recent graduates with any disability or long-term condition, including:

- Neurodivergent conditions such as dyslexia, dyspraxia, autism, ADHD
- Mobility impairments
- Sensory impairments
- Long-term conditions such as IBS, diabetes, Crohn's disease, epilepsy, chronic fatigue
- Mental health conditions such as anxiety, depression, bipolar, OCD, anorexia

If you are unsure about your eligibility, please contact us at change100applications@leonardcheshire.org

Who is Change 100 for?

To apply to Change 100, you must meet all of the following criteria:

- You have a disability or long-term condition as defined in the Equality Act 2010
- You have recently completed or are in your penultimate or final year of an undergraduate or postgraduate degree.
- Your undergraduate or postgraduate degree has a completion date between 2021 and 2025
- You achieved or are predicted a 2:1 or 1st in your undergraduate degree*
- You are eligible to work in the UK for the duration of a summer internship
- You will be available to attend an online assessment process in January or February

*If your academic performance has been affected by mitigating circumstances, including those related to your disability or long-term condition, please share this in your application





Change 100 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 and recent graduates can bring to their organisations.

They recognise the importance of the skills and behaviours Change 100 interns demonstrate, such as adaptability, problem-solving, embracing challenges and

self-awareness. Over the course of 10 years, Change 100 interns have made their mark with over 265 leading employers.

We are always establishing new partnerships with a broad range of prestigious organisations to offer summer internships. These include corporate employers across different industries, and public and third sector organisations.

Some of our supporting partners

 AutoTrader

ARUP

BBC STUDIOS

IHG[®] HOTELS & RESORTS



 LexisNexis[®]

MACMILLAN
CANCER SUPPORT


Ministry
of Justice




 HERITAGE
FUND

NEXT



NHS
England

SKANSKA


wall to wall television

**ROYAL BERKSHIRE
FIRE AND RESCUE SERVICE**
Enabling people to lead safe and fulfilling lives


ZURICH[®]

Wickes

Support and professional development

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

During your internship, you'll be supported by your peers, a mentor at your organisation and the Change 100 team.

After your internship ends we then continue to work with you through our development programme.

The Change 100 development programme

Our professional development programme combines group work with self-directed learning, and is informed by your specific personal development goals. Topics include goal setting, networking, making the most of mentoring, managing your disability in the workplace and sharing your disability with employers.

By combining a high level of support with a high level of challenge, the development aspect of Change 100 helps ensure that you get the most from your time on the programme and positions you well for your next career move. We will hold an induction event in early June before internships begin, followed by monthly professional development sessions alongside your internship.

“Change 100 has given me a lot, even in terms of just applying to jobs. I can tell myself that I don't have to exist on the fringes. I've proven to myself and others that I can do this. Going forward, I'll have a lot more confidence, which is something I struggled with in the past.”

Aaron, Intern,
Department for Energy
Security and Net Zero

The collaborative Change 100 application process

Application form

You will need to complete an online application between 3 October 2023 and 30 November 2023. 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 3242 0299.

Please go to: leonardcheshire.org/Change100 to start your application by selecting 'apply now'.

Our assessment process

Our assessment process is designed to bring out the best in candidates and to ensure fairness and equality of opportunity.

Ahead of any assessment, we will work with you to determine any adjustments necessary to ensure that you can perform to the best of your abilities.*

Representatives from the Change 100 team will be present to support you, and will assess your strengths and development areas. We will then work collaboratively with you and our partner organisations to find an opportunity that's suitable for you.

*The assessment process will be held online in 2024





Candidate matching

If you are successful through our application process we will then look to match you with one of our employer partners based on your interests and location. We encourage you to be open minded about where you are placed as all our roles provide the opportunity for personal development.

Candidates should note that being successful through our application process does not guarantee employment. We will work to match you to a role that is a good fit for your interests but you may be offered a role that you hadn't previously considered.

Once a match has been agreed you will receive an offer of employment from your host organisation.

Once introduced, you will have an employment contract with the host organisation. Change 100 will not have direct involvement in this stage.

Person specification

Qualifications:

A predicted or obtained 2:1 or 1st in any undergraduate university degree*

Experience:

There is no essential knowledge or experience required

Personal attributes:

- Creative problem-solver
- Effective contributor to a team
- Good organisational skills
- Open to taking initiative
- Adaptable to new challenges
- Committed to self-development
- Open to self-reflection

Other:

- You must have a disability or long-term condition as defined in the Equality Act 2010
- You must be eligible to work in the UK for the duration of a summer internship. If you are an international student, please refer to the terms of your visa agreement**
- You will attend and make the most of Professional Development Sessions
- You will keep us up to date if your circumstances change

*If your academic performance has been affected by mitigating circumstances, including those related to your disability or long-term condition, please provide details of this in your application.

**We will require evidence of your right to work in the UK during the assessment process.



The Change 100 Professional Development Sessions and the webinars have been really useful. I thought global companies would be corporate and quite strict, but this wasn't the case in my Change 100 internship. The company culture was really positive and there was a focus on diversity and inclusion, which I really value.



Alison, Intern
Elsevier

Role description

Duration:

Up to three months with a possibility of extension. Most roles are full-time but part-time is an option if required as a workplace adjustment.

Location:

Various locations around the UK. We offer a combination of office and home-based roles. We will offer guidance if roles are based remotely.

Hours:

Normal office hours are likely to be 9am to 5pm, however flexible working is offered at many companies.

Accommodation:

It is your responsibility to secure accommodation for the duration of your internship. However, we don't want cost to be a barrier and in certain cases may be able to support with relocation costs.

Salary:

Will meet or exceed the Living Wage Foundation recommended hourly rate: www.livingwage.org.uk. During your internship you will be employed directly by your host organisation.

Placement areas:

Your role will vary depending on the nature of the internship you are undertaking.

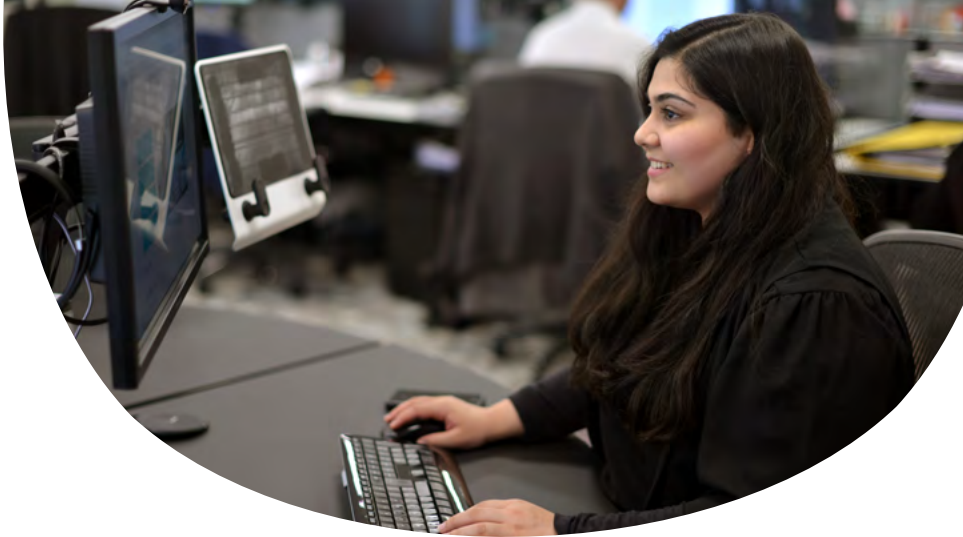
We will be offering fantastic roles in a wide range of areas, including:

- Accountancy
- Customer services
- Data analysis
- Engineering
- Finance
- Fundraising and business development
- Human resources
- IT
- Marketing
- Project management
- Public relations and public affairs
- Software development
- Gaming

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.



What Change 100 can offer you

- An inclusive application process – designed to let you shine
- Valuable, paid experience with a well-respected employer, accelerating your career prospects
- Confidence in sharing your disability
- Support in identifying and requesting workplace adjustments
- Dedicated mentoring from your host organisation
- A peer group of fellow Change 100 participants
- Opportunities to join a wide ranging alumni network, established over the last 10 years of the programme

“ Because of my condition, I can sometimes find it difficult to communicate, however the change 100 programme has helped me to network and develop friendships, which in turn has boosted my confidence. ”

Eve, Intern
Companies House

Key dates

3 Oct 2023

Applications open

30 Nov 2023

Applications close

Jan – Feb 2024

Shortlisting of candidates and assessment process

Mar – Jun 2024

Matching candidates to placements

Jun 2024

Induction and start of placements

Jun – Sept 2024

Internship period and start of our exciting monthly professional development programme and events

Apply now

leonardcheshire.org/change100

Deadline 30 November 2023

#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: 3 London Bridge Street, London, SE1 9SG.

In the 10 years we have been running, Change 100 are proud to have supported over 1100 internships with over 265 employers