

Kickstart your career

We're looking for talented students and graduates with disabilities and long-term conditions. If that's you, join Change 100 and unlock your potential.

ISALA
ALUMN

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
- Your undergraduate or postgraduate degree has a completion date between 2020 and 2026
- You are eligible to work in the UK for the duration of a summer internship
- You will be available to attend an online conversation with Change 100 during Winter 2024/2025





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 11 years, Change 100 interns have made their mark with over 285 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 previous 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

Professional Development Programme

Throughout your internship journey, you'll engage with the Change 100 Professional Development Programme (PDP) to prepare you for each phase of the experience and beyond. It includes interview guidance, tips on talking about disability at work, adjustments, and more in our pre-internship orientation sessions.

Throughout the summer and autumn, you'll develop vital workplace skills, connect with others in monthly sessions, and gain insight from industry professionals in our employer panels.

Our programme is here to support and challenge you, connect you with the Change 100 community, and prepare you for your next step with the tools you need for a great start in your postgraduate career.

“ 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 September 2024 and 21 November 2024.

If you need any assistance with your application please contact:

change100applications@leonardcheshire.org or call: 020 3242 0299.

You will need to submit a CV as part of your application and we have resources available on our website if you need help.

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

Our process

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

After your application, we will have a conversation with you between October and February.

If we have roles that are a good fit for your ambitions, and feel we can match you, you will be invited to submit cover letters for roles that match your skills, interests and location. Employers that you are put forward for will invite you to interview for their roles.

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

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





Candidate matching

If you are successful through our 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 of our roles provide the opportunity for personal and professional development.

Candidates should note that being successful through our application process does not guarantee an internship.

If a match is agreed, you will be invited to write a cover letter for your potential employer. This will be sent to the employer, who will invite successful applicants to interview.

Once you are successful, you will be employed by the host organisation directly and Change 100 is not involved in your pay, holiday or contract. We will continue to provide support and the professional development programme.

Person specification

Qualifications:

You have participated in any undergraduate university degree

Experience:

There is no essential knowledge or experience required

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 the Professional Development Programme
- You will keep us up to date if your circumstances change

*We will require evidence of your right to work in the UK during our 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 9 am to 5 pm, 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 some of your 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.

Internship roles:

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

Over the years we have had 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

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 can Change 100 offer you?

- An inclusive application process – designed to let you shine
- Valuable, paid work 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 11 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 September 2024

Applications open

21 November 2024

Applications close

October – February 2025

Change 100 conversations with candidates

March – June 2025

Matching candidates to internships, employer interviews, and orientation workshops

June 2025

Induction and start of roles

June – September 2025

Internship period and start of our exciting monthly Professional Development Programme and events

Apply now

leonardcheshire.org/change100

Deadline 21 November 2024

#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 11 years we have been running, Change 100 are proud to have supported over 1300 internships with over 285 employers