

What is Change 100?

A paid year-round internship programme that matches talented disabled students and graduates with inclusive employers across various sectors in the UK.

Who can apply to Change 100?

- Aged 18 or over
- Have the right to work in the UK.
- Have a disability or long-term condition as defined under the Equality Act 2010
- Have graduated or will graduate between 2020 and 2027.

What type of employers are part of Change 100?

We work with employers across all industries, including the private, public and charity sectors. We strongly encourage you to focus on the skills and opportunity to enter the workplace rather than a specific sector or employer.

Where are our employers based?

We work with employers across the UK. Of course, the major cities such as London and Birmingham tend to have more opportunities, but we have also seen interns placed in Edinburgh, Glasgow, Cardiff, Surrey, Essex, Kent, Manchester, Gloucestershire, Norwich, Newcastle, Hampshire to name a few areas-there are many more! Some of our employers have several offices where you can be based and remote, hybrid, full and part-time options are often all available.

Do I need to disclose my disability in detail?

No, we don't need specific details about your disability; we focus on the adjustments needed to make your experience more accessible. This is also the message we share with our partner employers, so that they too focus on removing barriers.

How competitive is the application process?

It is competitive; however, we are aware that many candidates will have no workplace experience. We are looking for talented, open-minded individuals who want to join a workplace, gain experience, and receive expert support and professional development from our team, as well as our inclusive employers and webinars.

Can I request a specific employer?

No. While we take interests into account, we match internship opportunities based on our expert knowledge using a wide range of information from you, our employers

and our experience. Think about the transferable skills to be gained and the general workplace experience which you can then apply in your chosen career.

Do I need a driving licence?

No, but candidates should be aware that some travel may be involved, depending on their location. Lots of our applicants have stayed with friends or family in other areas for the duration of the internship to improve their chances. We consider location when identifying opportunities, so the wider the area you are willing to travel or relocate to, the more opportunities will be available to you.

What makes this internship different?

You won't find a more supportive environment to begin your employment journey. Our friendly, knowledgeable team will guide you from application through to onboarding- providing guidance, insightful webinars, workshops and networking opportunities throughout your time on the programme.

If you are successful in gaining an internship, then your equally supportive employer will work with you to make your internship as accessible and successful as possible, whilst giving you the experience of being a valued employee. You will also be allocated a mentor to help you to set and achieve professional goals.

What does the Change 100 journey look like?

Application: Apply via our website (the application form will be available from 23rd September) and send your CV. Once we receive this, you will then receive further questions that will help us determine your suitability for the programme.

Matching: We will consider your information, our current opportunities and use our expert knowledge to identify opportunities. If we find a suitable role, we will contact you to discuss further and ask for a cover letter. You may be invited to an interview with an employer at this stage.

Onboarding: If you are selected at the interview stage, we will contact you to discuss onboarding and workplace adjustments.

What support is available if I am not matched with an internship?

All our candidates can attend our professional development sessions for tailored support and advice on topics such as CV and cover letter writing, and interview preparation. Once your internship has ended, you will be invited to join our alumni network for continued opportunities and training.