



Change  
**100**

## **Discover untapped potential:**

**Join Change 100 and gain access to a pipeline of exceptional disabled talent, while demonstrating your commitment to diversity, inclusion, and social impact.**

Empower the next generation—and strengthen your workforce in the process

# About Change 100

## Discover Exceptional Talent

Change 100 is an award-winning programme connecting forward-thinking employers with high-potential disabled students and graduates through paid internships, mentoring, and professional development.

## Why it Matters

Change 100 exists to break down barriers and unlock untapped potential, helping talented individuals thrive, and giving organisations access to a rich, often-overlooked talent pool filled with fresh perspectives, creativity, and insight.

## Your Opportunity to Lead

Join over 300 top employers who've already experienced the value of Change 100 interns. Whether you're a global company or a growing business, if you're looking to boost innovation, inclusion, and future talent, we want to work with you.

Offer paid internships at a time that suits your organisation. This year we are piloting **a year round programme**, giving you the flexibility to welcome interns when it works best.

Since 2013, Change 100 has placed over 1,500 interns with over 300 UK employers such as NHS England, Rolls-Royce, BMW, UNICEF, Tate, Christie's and the BWI Group, while supporting partners in creating inclusive recruitment practices and workplace policies.

As of March 2023, the disability employment gap — the difference in employment rates between disabled and non-disabled people — stands at 29% (DWP). Ingeus and the people we work with believe closing this gap is vital to building a fairer, more inclusive society where everyone has equal opportunities to thrive.

## Some of our supporting partners





# How partnering Change 100 benefits employers

## Access Diverse Talent

Partnering with Change 100 opens doors to untapped talent, enhancing workplace diversity, innovation, and creativity.

## Boost Social Impact

Offering internships to disabled students and graduates promotes inclusion, helps meet ESG goals, and enhances your reputation as an equal-opportunity employer.

## Improve Recruitment and Leadership

Change 100 provides training to make recruitment processes more inclusive and equips managers to lead diverse teams more effectively.

## Enhance Workplace Culture

Build a more inclusive, dynamic, and representative culture by learning from diverse experiences.

## Strengthen Your Brand

Show commitment to disability inclusion, boosting appeal to talent, clients, and investors.

## Gain Skills and Capacity

Interns bring unique skills, lived experiences, and strong work ethics.

## Cost-effective Recruitment

Assess talented disabled candidates during their internship, with no recruitment fees if you extend or hire them afterwards.

# Training & Support for HR, Line Managers and Mentors

## Barrier-free Interviews and Assessments Training

Equip HR teams and managers with the skills to attract and hire talent inclusively.

## Barrier-free Onboarding Training

Ensure a seamless and inclusive onboarding experience.

## Mentor Training

Gain practical guidance on the Change 100 mentoring framework.

## Disability Means Business e-Learning

Two-hour on-demand course (five licences per intern).

## Ongoing Support Throughout the Year

Continuous guidance for line managers, mentors, and interns, whenever placements take place.

**Participation in Change 100's training equips HR professionals, managers, and mentors to build an inclusive, supportive workplace that unlocks the potential of all employees.**

## Benefits:

- Attract and recruit disabled candidates more effectively
- Strengthen Equality Act 2010 compliance
- Enhance employer brand and loyalty
- Streamline onboarding and retention
- Recruit interns post-programme at no extra cost

# The Change 100 Process: A Step-by-Step Guide

## Preparation Phase

- Assign line managers and mentors
- Create accessible, inclusive job descriptions
- Schedule training sessions and webinars

## Training Phase

- Barrier-free recruitment and onboarding training
- Pre-matching webinar
- Mentor training

## Recruitment Phase

- Kick-off meeting with Change 100
- Candidate review and interviews
- Notify selection, extend offers, and provide feedback

## Onboarding Phase

- Adjustment briefing with line manager, mentor, HR, and Change 100
- Finalise onboarding to ensure a smooth start

## Year-Round Internship

- Welcome and induction to your team
- Role-specific training and development
- Introduction to mentor and ongoing guidance
- Participation in the Change 100 Professional Development Programme (delivered throughout the year)
- Ongoing support from the Change 100 team for interns, line managers, and mentors



## Testimonials

"It's a great programme. It gives training on workplace adjustments and disability inclusion recruitment and the opportunity to source talented students and graduates." - **HR, ABTA**

"This partnership benefits the students and enriches our organisation by bringing diverse perspectives and fresh talent. By including these case studies in our bid collateral, we emphasise our dedication to social responsibility and our proactive approach to creating a more inclusive workplace." - **EDI, Arup**

### **Watch video: Greg, Line Manager at Foreign Commonwealth Office**

"The biggest success for me was gaining the confidence that I can manage my disability in the workplace. It has also helped me to learn what reasonable adjustments work for me and how to discuss these with employers" - **Intern, Wates**

### **Watch video: Courtney, Intern at Ministry for Housing, Community and Local Government**

"We have loved having Eve as part of the team. She has been incredibly hard-working and hit the ground running. We're very proud of her performance and the confidence she has gained with us" - **Line Manager, Companies House**

"It was a joy to see her grow in confidence in meetings, and her attention to detail and professional approach impressed everyone she worked with. I would not hesitate to offer Emily a role in my team." - **Mentor, Nuclear Waste Services**

## Fee

Participation in Change 100 costs **£3250\* + VAT per intern**, plus their salary at or above the Living Wage Foundation rate:

[www.livingwage.org.uk](http://www.livingwage.org.uk)

## Join us in building an inclusive future

Unlock the benefits of diversity and inclusion for your organisation — partner with Change 100 to access disabled talent and drive meaningful change.

**We look forward to partnering with you in 2026.**