

How the Change100 programme brings in new skills

According to the Employers Network for Equality and Inclusion (enei), 22% of people in Britain have a disability, with only 48% of them in work. This is significantly lower than the 80% of non-disabled people in work. This represents a large pool of capable talent looking for employment and opportunities to develop their skills.

The Skanska Costain STRABAG joint venture participated in the Leonard Cheshire Change100 programme to help with recruitment for its BIM (Building Information Modelling) team. The programme places a graduate with a disability into a work experience position to support their journey into employment. After joining the team, Thomas, a 28-year-old architectural visualisation student, excelled in his position and has since joined the project permanently as a BIM Technician.

The logo for Leonard Cheshire Disability, featuring the text "Leonard Cheshire Disability" in white on a red background.

Impact



Thomas, BIM Technician

For the joint venture: The calibre of students in the Change100 programme is exceptional – all are predicted or have achieved a 2:1 or 1st class degree. Change100 can provide candidates to fill specialist skill positions such as BIM.

For Thomas: “Working on such a huge engineering project like HS2 was unlike any of the other jobs I had seen, and I thought the opportunity to be involved would be very interesting.”

For the BIM team: The team have learnt about employing someone with a disability, what adjustments can easily be made and the valuable skills someone like Thomas can bring.

Lessons learnt for Stage 2

The Change100 support team is on hand to provide practical support and useful resources for the student, line manager and wider team. Before creating something new, see if the Change100 team have it already!

Providing a structured programme for the student is what makes this programme a success. Agreeing objectives and key tasks early on ensures the student can learn, and the project can benefit from their skills.

The students from the programme are capable and driven – you will want to employ them. Be sure to check that internal processes can support reasonable adjustments required.