



**Talented.
Employable.
Diverse.
Become a
placement host**

Delivering talented high-calibre Northern Ireland Graduate candidates to your organisation.

Improve your inclusiveness and create career opportunities from a wealth of untapped talent to level the playing field for motivated young people with disabilities.

Hello

Leonard Cheshire Disability is a global charity, supporting people in Northern Ireland since 1976. Our organisation exists to support individuals to live, learn and earn as independently as they choose, whatever their ability, and in support of this, we promote learning, work experience, employment and entrepreneurship opportunities through our community support programmes.

Together with our partner Ulster University Business School, our pioneering GradEmployNI programme matches talented disabled young people with employment opportunities in organisations, helping to address the employment and skills gap.

We are recruiting Placement Hosts to facilitate placements and develop inclusive workplace cultures and remove barriers for graduates with disabilities. **Leonard Cheshire will fully reimburse all Placement Hosts so you can pay the Living Wage to your Graduate for the duration of their placement.**

Did you know?

According to latest figures in Northern Ireland, just

38%

of people with disabilities are employed compared to 80.3% of people without disabilities. Those aged 16-24 are the worst affected group. *

Our disability employment gap is consistently

higher

than the rest of the UK at 42.2pps, compared to 27.9pps for the whole of the UK.*

*Northern Ireland Statistics and research agency Labour Force Survey, 2020.

What is GradEmployNI?

GradEmploy NI is a pioneering employment programme which matches Graduate Students with disabilities, to career opportunities with organisations in Northern Ireland. Leonard Cheshire will pay the Living Wage to candidates throughout their placement.

Our motivation

GradEmploy NI is a pioneering employment programme which matches Graduate Students with disabilities from local universities and colleges, to career opportunities with organisations in Northern Ireland. Leonard Cheshire will pay the Living Wage to candidates throughout their placement.

Your opportunity

You will avail of access to free bespoke training on disability awareness and making your business more inclusive for people with disabilities. Our partnership with Ulster University Business School will deliver talent matched specifically to the ethos and needs of your business at no cost to you.



Why get involved?

The GradEmploy NI programme gives you access to a pool of talented high-calibre candidates that you may not reach through traditional selection recruitment processes and Leonard Cheshire will pay your successful candidate's Living Wage.

Key Benefits for the Employer

- Graduate for 16 week placement starting 14th March to 30th June (16 weeks) or 11th April to 30th June (12 weeks)
- Graduate works full time hours 35 hours per week or as per company requirements
- No direct cost as salary cost covered by the programme
- Access to a range of online webinars and workshops on disability awareness that any staff in your organisation can attend
- On site tailored support and workshops on any disability issues from Employers for Disability Forum

Serve your current employees better

83% of disabled people acquire their disability during their working life.* The majority of these people are able to continue in their existing employment, provided their employer can make workplace adjustments.

The **GradEmploy NI** programme will help in your efforts to create a more inclusive environment that empowers all people with disabilities in your organisation to feel supported in their work.

*Centre for Social Justice, Rethinking disability at work, 2017



Key Information:

- Leonard Cheshire will pay you for the total cost of the placement and you are asked to administer through your payroll system
- It is recommended to provide the graduate with a contract
- We ask that you make any adjustments or allowances to accommodate their disability or condition (we can support any financial costs)
- We ask that you provide a practice interview at the end of the placement (we do not require that there is an actual job!)
- The graduate will also be asked to attend 12 half day online business learning workshops during their placement hours and to be released for a graduation event on 29th June.
- Graduates are aware that some placements will be office based, some home based, and some will be a hybrid working model. It would be ideal if a graduate can get some time in an office to give more access to learning/teamwork/office practice.
- Type of work is flexible but we suggest a mixture of a project to work on their own, contribution to weekly admin and some job shadowing.

GradEmployNI

Key Dates

Group 1:

Online Bootcamp **7th-10th March**

Placement **14th March to 30th June**

Group 2:

Online Bootcamp **4th to 7th April**

Placement **11th April to 30th June**

Graduation Ceremony: **29th June**



For more information

Or to arrange a chat, contact Roisin McDermott
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call **07740 473702** (Mon, Tues and Thurs)



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