



**Talented.
Employable.
Diverse.**

Grad Employ NI:

Matching talented graduates
with disabilities to leading
businesses in Northern Ireland.

Will you join us?

Leonard Cheshire is a global charity that has supported disabled people in Northern Ireland since 1976. We support individuals to live, learn and earn as independently as they choose, whatever their ability. We promote learning, work experience, employment and entrepreneurship opportunities through our community support programmes.

Together with our partner Ulster University Business School, our pioneering Grad Employ NI programme matches talented young disabled people with employment opportunities, helping to address the employment and skills gap for disabled people.

We are recruiting businesses from across Northern Ireland to host 14-week placements for graduates with disabilities in Spring 2022. Leonard Cheshire will fully reimburse the payment of the Living Wage to graduates for the duration of their placement. We will also provide your organisation with free bespoke training and support to help you develop a more inclusive workplace culture.





Did you know?

According to the latest figures in Northern Ireland,

38%

of disabled people are employed compared to 80.3% of non-disabled people.

Those aged 16-24 are the worst affected group.*

Our disability employment gap is consistently

higher

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

*Northern Ireland Statistics and Research Agency Labour Force Survey, 2020.

Why get involved?

Access to an untapped talent pool

The Grad Employ NI programme gives you access to a pool of talented high-calibre candidates that you may not reach through traditional selection recruitment processes.

Leonard Cheshire will fully reimburse the payment of the Living Wage to graduates for the duration of their placement. We will also provide your organisation with free bespoke training and support to help you develop a more inclusive workplace culture.

Be more disability confident

We understand that there may be worries around using appropriate language and supporting disabled employees. Our guidance and ongoing support will give staff straightforward advice, new perspectives and confidence.

Participating in Grad Employ NI can help you to be recognised as Disability Confident Committed.

Improve employee morale

It is likely that you will already employ disabled people who haven't shared their disability. Participating in Grad Employ NI will send a positive signal to your employees that you're an inclusive and supportive employer.

Serve your current employees better

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

The Grad Employ NI programme will help in your efforts to create a more inclusive environment that empowers all disabled people in your organisation to feel supported in their work.

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



How Grad Employ NI works

- Graduates with a third level qualification can apply by visiting [**leonardcheshire.org/GradEmployNI**](https://leonardcheshire.org/GradEmployNI)
- If successful, the applicant will be invited to attend an interview with our Leonard Cheshire Grad Employ NI team and partners.
- Graduate selection will take place in January 2022.
- Following interview, successful candidates will be required to participate in a four-week Grad Employ NI bootcamp – an intensive, fast paced business-focussed learning and training experience that will be delivered by our partner Ulster University Business School from 14 February – 9 March 2022.
- Candidates will be matched with a placement host for a 14-week period from 14 March – 17 June 2022, supported by Leonard Cheshire throughout.
- A graduation ceremony will celebrate achievement in June 2022.

Key dates

3 December 2021

Application process opens

7 January 2022

Application process closes

10-14 January 2022

Shortlisting

17-21 January 2022

Interviews

24-28 January 2022

All candidates informed of outcome

14 February-11 March 2022

Bootcamp

14 March-17 June 2022

Placements

30 June 2022

Graduation ceremony

Want to become a Grad Employ NI host?

Contact us at **GradEmployNI@leonardcheshire.org** to arrange a conversation.

Visit **leonardcheshire.org/GradEmployNI** for more information.



This programme is funded by the UK Community Renewal Fund.

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: 66 South Lambeth Road, London SW8 1RL.