



EARLY  
CAREERS  
INCLUSION

# Summer Internship Scheme



patchwork hub<sup>®</sup>



# About patchwork hub



Patchwork Hub is a disabled-led employment platform, recruitment consultancy and training provider. We connect inclusive employers with skilled professionals looking for accessible employment opportunities.



We are leading the culture change in work and accessibility and we are growing fast. We pride ourselves on our sustainable, responsible approach. We work with proven and accessible processes, training and support to deliver the best service for our clients.



We are a disabled-led, female-led social enterprise. We are working diligently to present a unique, accessible and sustainable model of work.



## What is Patchwork Hub's Internship Scheme?

Patchwork Hub's Summer Internship Scheme is an award-winning programme of internships and employment opportunities for disabled students. Put simply, we find, recruit and onboard exceptional disabled interns for your business from across the UK's leading universities.

We work with our partners to provide accessible paid positions for our skilled, disabled talent pool. We build relationships with our applicants, whom we support throughout their placements.

The service includes:

- ♦ **An accessible and inclusive job description:** understanding your company and requirements.
- ♦ **Inclusive Recruitment Campaign with universities:** we design, manage and administer the entire recruitment campaign on your behalf.
- ♦ **Onboarding support for *both* candidate and employer:** facilitating the adjustments process, with a bespoke accessibility assessment and bespoke intern briefing with the candidate's line manager.
- ♦ **Ongoing support** as and when required throughout the placement.

We are currently seeking employers to take part in our internship scheme.

**Can you offer exceptional candidates an internship this summer?**

**Get in touch to find out more via [earlycareers@patchworkhub.org](mailto:earlycareers@patchworkhub.org).**

# Why use patchwork hub's internship scheme?



## Attract diverse talent

Access exceptional interns that you miss out on through traditional recruitment. Almost 1 in 4 of the UK population lives with a disability, facing countless unnecessary barriers into and within work. The time is now for inclusive recruitment and it should start in Early Careers.



## Integrate disability inclusion into your brand

87% of customers would choose a company based on its advocacy of a social issue. We help employers move beyond compliance and box-ticking to promote authentic inclusion and showcase their commitment to accessible working.



## Improved company culture

Our employers experience wider benefits beyond those that come from recruiting through us. Improvements in disability inclusion and accessible working practices are vital for some, but help everyone.

Whether it's neurodivergent employees, those with caring responsibilities, or parents, so many benefit from improved culture and practices.



# What you get

The main features of Patchwork Hub's Internship Scheme are outlined below.

## Value for money

### AN ACCESSIBLE AND INCLUSIVE JOB DESCRIPTION

Understanding your company, requirements and key selection criteria. We work with you to produce a job description at *Crystal Mark Standard*, including accessibility statement, role responsibilities, adjustments, etc.



### AN INCLUSIVE RECRUITMENT CAMPAIGN WITH UNIVERSITIES

Patchwork Hub design, manage and administer the entire recruitment campaign on your behalf. We provide alternative formats of forms (e.g. large-print, contrasted, video and audio) where required. Advertising and external fees are included in your package.



### SCREENING AND MANAGING APPLICATIONS

Patchwork Hub are fully responsible for responding and managing applications, screening interviews, and shortlisting applicants. Unless an alternative format is preferred, we arrange final interviews with your hiring manager. We handle feedback, offers and sensitively handle candidate rejections.



### ONBOARDING SUPPORT

You have a dedicated point of contact, facilitating the adjustments process, including an accessibility assessment and bespoke intern briefing for the hiring/line manager.



*Full breakdown of the features included available upon request.*

*If you would like a more bespoke quote for your particular needs, this can be provided.*

# Our partners and supporters

St James's Place



Google for Startups

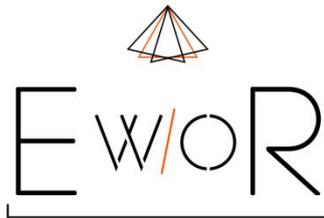


From Business Disability Forum



Department for Education

SCOPE  
= Equality for disabled people



Harvard innovation lab



Innovate UK

Phab



Disability Policy Centre



PICTET



“ I applied for a job through Patchwork Hub and secured a job at a FTSE 100 company. This is so fantastic, not just for my bank account and CV but also for my confidence. Without Patchwork Hub - both its accessibility and the support and understanding they offer - this would not have happened for me. A platform taking a proactive approach to raising awareness amongst employers, and approaching disability inclusion in a way where we're not 'othered', is

**transformational.”**

**- Rock Bell, Patchwork Hub Internship Scheme**

# Awards and Recognition

Patchwork Hub is an award-winning disabled-led social enterprise, leading the culture change in work and accessibility.

We're proud to be breaking down barriers for disabled people and honoured to have been recognised for our impact. This, accompanied by our team's lived experience of disability, makes us leaders in this space.



## Highly Commended SME Award, Business Disability Forum.

The judging panel awarded Patchwork Hub 'Highly Commended' status for their innovative approach to breaking down barriers in traditional recruitment practices, alongside winners Microsoft, Unilever, KMPG and Accenture.



## Disability Specialist Award Finalist, RIDI.

Providing inclusive recruitment and employment services is the fundamental mission of Patchwork Hub. RIDI acknowledges our devotion to our Patchwork Hub Internship scheme, programmes, and partnerships, recognising us as a key player in the wider recruitment industry.



Innovate  
UK

**WOMEN IN  
INNOVATION**

Women in Innovation Award Winner.  
Young Innovator Award Winner.

The

shaw trust

Disability Power 100

## Disability Power 100.

Our CEO was named one of the 100 most influential disabled people in the UK.

## Other Awards Include:

- ★ Highest-ranked European startup at the *Global Inclusion Forum*
- ★ UnLtd 'Closing the Disability Employment Gap' Do It Award, *UnLtd Covid Response Award*



“The internship scheme and the support we received from Patchwork Hub has been fantastic. Attracting and recruiting a diverse group of candidates with multiple needs brings difference into your business. Difference in a business is hugely important...We certainly saw some fantastic diversity of thought and different skill sets brought to the business working with Patchwork Hub and the candidates that they had in their talent pool.”

- Head of Early Careers,  
St James's Place

## Our Expertise



Accessibility



Inclusion



Community



Innovation



Support



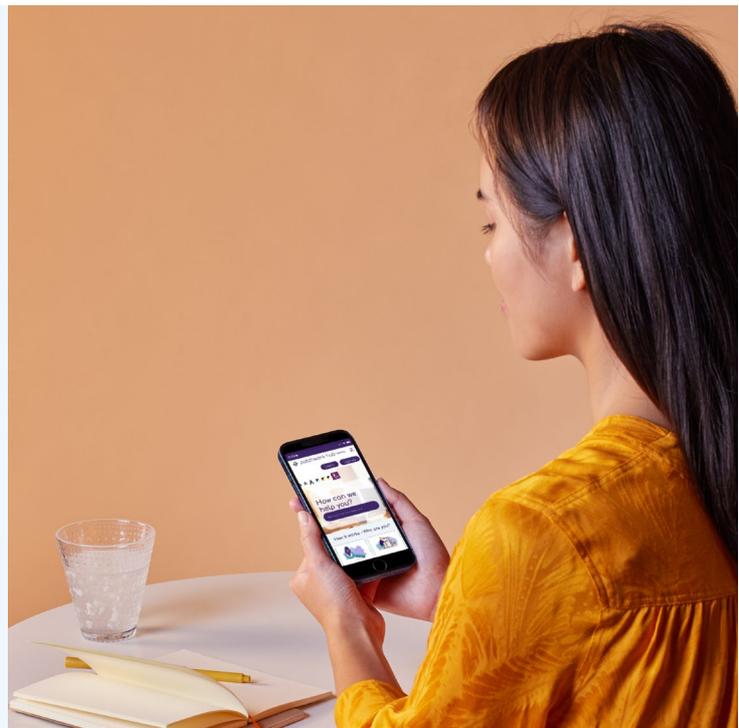
Proficiency

Connecting an excluded and skilled talent pool to inclusive employers.

The business case is overwhelming.

Businesses that actively seek to employ disabled people outperform businesses that do not. They have 90% higher retention rates, 28% higher revenue and a 72% increase in employee productivity.\*

\*Source: 'Getting to equal: The disability inclusion advantage', Accenture and Disability:IN.



"Patchwork Hub are leading a critical culture change in work and health for employers as we move into our 'new normal'.

Bringing together global businesses, charities and experts to create accessible work opportunities for those currently excluded by traditional work practises, and challenging assumptions around a hidden pool of talent."

- Lord Dennis Stevenson, Former Chair, HBOS & co-author of UK government review, *Thriving at Work*.



Social Enterprise UK  
Certified Member



From Business Disability Forum



Get in touch with us today and take part in our next programme!

Please contact [earlycareers@patchworkhub.org](mailto:earlycareers@patchworkhub.org)  
or 0203 916 5773



Are you looking to attract a skilled excluded talent pool?

Become a member today to advertise your vacancies  
[patchworkhub.org](http://patchworkhub.org)