

CHOICE INTERNATIONAL LEAD PROGRAMME- INDIA

Sandwich Secondment

Candidates will have the opportunity to gain 6 to 12 months work experience, in their chosen career or area of expertise, within a partner organisation that is proactive about recruiting disabled candidates.

We will arrange interviews with the potentials candidates' employers and give priorities where there is higher mutual interest in both parties with the secondment. Trainees will be expected to work to the norms of the secondment partners' organisational culture, even though their contract of employment will be with Choice International. We encourage their line mangers to treat our candidates as their employees. On parallel, we support both parties with performance appraisal, equality & diversity trainings needs and ensure that the placement leads into a positive outcome and experience for both parties.



‘Value Added’ Learning & Development

A rigorous selection process will result in the placement of only the highest calibre employees who have demonstrated the greatest potential to be future leaders. Before any placement we will train all employees in the latest, most innovative management and leadership skills, to maximise the benefits of the placement to both the employee and the employer.

A structured training and talent management programme will be provided for disabled people, focusing on strategies for overcoming barriers towards success. The key aspects of the training and development will consist of equipping candidates with theoretical knowledge and understanding combined with the practical skills and abilities to excel in their chosen career.

Empowerment & Non directive coaching

One of the main objectives of the Choice LEAD programme is to provide self-belief and empowerment to trainees, enabling them to develop management and leadership skills during their work secondment.

Trainees will also have access to informal help and advice in the form of a non-directive coach or buddy (past graduates of the LEAD programme). The great benefit of non-directive coaching is that trainees can take full ownership of their own solutions rather than just “doing what they have been told to do”. This approach helps to instil a sense of empowerment that can help make positive changes in their lives and bolster their confidence. The other main benefit is that they will have an independent and confidential source to express issues or concerns, which they may not feel comfortable in addressing with respective formal line managers.

Enabled Fund

Disabled people may have additional requirements for access to learning and employment. These can vary from specialist appliances (e.g. hearing aid), transportation issues (e.g. local taxis), accessible buildings (e.g. ramp), to adaptations (e.g. specialist keyboard).

There is generally a cost implication in meeting these basic requirements. This can act as a discouragement for prospective employers and be a major barrier for disabled people seeking access to learning and development. It is due to this reason that the UK government has a dedicated “Access to Work” scheme that directly pays for these additional costs when employing disabled people. As India does not currently have such an initiative, Choice International will have a separate “Enabled Fund”. This fund will be specifically for the learning and employment requirements of its LEAD programme trainees and its aim will be to find practical and sustainable solutions in overcoming these barriers.

Equality & Diversity Training & Awareness

Prior to any secondment, we will provide equality awareness training and specific disability equality training to both the trainees and the trainees' line managers to international standards. This will improve the competence and the confidence of both the employer and LEAD trainees during the programme. In addition to this, Choice International can provide LEAD programme partners international certified training on equality & diversity and disability equality training. This training will further improve and update our partner organisations understanding of the diversity needs of their employees and customers and promote best practices on equality and diversity in both local and overseas markets.

The cultural changes in an organisation, which will be initiated by the programme, will expand awareness of disability issues and equality & diversity best practices, thereby helping organisations to become more dynamic and proactive. This will have a positive effect on disabled rights and development as organisations become equal opportunities employers and ambassadors promoting equality. Additionally, partner organisations will generate positive publicity for their contribution to the social issues by employing highly skilled disabled persons with the support of the Choice LEAD programme.

Dynamic Sustainable Networks

After successful implementation and exposure of the programme in India, we will focus recruitment of consultants and trainers from India, from our local partners and LEAD graduates. This will allow the programme to be run mainly by local staff in India. Successful participants of the programme will be encouraged to become future ambassadors, advocates, consultants and trainers and also be given leadership positions based on their capacities. Candidates will be empowered to become future disabled leaders and thereby become catalysts for change in their own right, for the disabled right movement in India.

We also plan on using social media (Facebook, LinkedIn & Twitter) to create networks where past and present trainees can support one another and create a platform for knowledge and learning for future generations. We will link this to the international disabled leaders' network and international Disabled People Organisations (DPOs). This involvement will further help develop an exponential and dynamic support network for disabled rights and development in India.