

# Anna's Story



Anna started work in a Greene King pub through the Supported Internship programme at Landmarks Specialist College.

At the beginning of the internship, she lacked confidence and doubted herself; however, through her experience Anna became popular with the regulars due to her improved conversational and customer service skills.

After a period of training, Anna was offered a paid role at the pub and is looking forward to her future at Greene King.



## Requirements

- All Supported Internships should be personalised to the needs of the young person and flexible so that they meet the needs of the young person and the host employer.
- The most important requirement for a Supported Internship is that the young person wants to work; there are no qualification requirements to do a Supported Internship. Commitment, motivation, and enthusiasm to work are the most important things.
- If young people don't have a grade C or 4 at GCSE or a Level 2 Functional Skills in English and / or maths, they will continue studying English and maths at a suitable and stretching level while they do their Supported Internship. They may also study for other qualifications that will help them move into work.

Integrated Children's Disability Service (ICDS)

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# Supported Internships

## A Route into Work for Young People with Special Educational Needs and Disabilities



Support Into Work

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# What is a supported internship?

- Supported Internships are education-based study programmes that help young people aged between 16 and 24 with an Education, Health, & Care Plan to get a job. The young person will be on roll with an education provider, but they will do most of their learning at work, 'on the job' within a host employer who has potential future employment opportunities for the young person.
- The Supported Internship will last at least six months and young people won't get paid, but they should be ready to move into a paid job at the end because of the skills and experience they have gained.
- A Supported Internship could be the right choice if a young person learns best by 'doing' (known as a 'place and train' approach) and where they need more time or support than would be available through a traineeship or apprenticeship.
- Young people and the host employer will get the help they need to learn from a job coach (generally from the education provider), who will support them until they both feel confident that the young person can do the job by themselves.

## Emily's Journey



Emily had a placement at Nottingham City Hospital for one year as part of the DFN Project Search programme run by Nottingham College.

'Although I was fairly outgoing, I have always lacked confidence in myself, but the Supported Internship has enabled me to build my confidence by meeting and working with lots of different people.'

As a result of her continuous hard work and support from her colleagues, Emily gained permanent paid employment as a Food Service Assistant.

'I have thoroughly loved every minute working at the hospital and always feel safe and supported.'

'Whilst working within the hospital I have been able to use the skills I learnt at college, gain new skills and have now been offered a permanent job with the NHS.'



Young people develop the experience and skills required to gain paid employment

Nottinghamshire County Council links employers and providers, and oversees the young person's support needs

Education providers personalise the internship and provide support to meet the needs of the young person and the host business

## Why Supported Internships are important

From 2020-2021 the employment rate for people with a learning disability fell from 6% to 5.1% ([www.base-uk.org/employment-rates](http://www.base-uk.org/employment-rates)).

Supported Internships form part of the Government's National Disability Strategy (<https://www.gov.uk/government/publications/national-disability-strategy/>) which aims to make the world of work more inclusive and accessible for people with a disability or long term health condition.

Hosting a Supported Internship placement can help a business to create a workforce that reflects the diverse range of customers it serves, and the community in which it is based.

Our young people often struggle with conventional job applications and interview processes. A Supported Internship placement can act as an extended working interview allowing a young person to show an employer what they are capable of, which also increases the chances that the right person can be found to fill employers' vacancies.

These study programmes are an essential part of our young people's journey into employment and in supporting them to have positive and fulfilled adult lives.