

Action Plan Video Transcript

An action plan and video guide for Local Authorities to use as part of the Internships Work programme. Click [here](#) to return to the Internships Work Webpage

Hello, I'm Linda Jordan. I work for the National Development Team for Inclusion (NDTI), and I'd like to welcome you to this video presentation, which is about the Internships Work action plan. If you're watching this video, you're probably aware of the Internships Work program, which started in September 2022. The intention is to increase the number of young people taking part in supported internships. We aim for 4,500 young people to be doing supported internships by March 2025, with a program of support with local areas.

The action plan is crucial because it includes outcomes based on evidence of what works to prepare young people for adulthood and employment. This evidence is derived from research, empirical evidence from young people and families, and professionals working in the system.

The focus of the action plan is to increase the number of supported internship placements, ensuring there are enough for every young person for whom this is the most appropriate pathway. The first outcome is data, emphasizing the need to collect information about young people participating in supported internships, program outcomes, and other study programs.

To kickstart this work and sustain it, a strong partnership is crucial. This partnership includes parents, young people, Education Health and Care Services, Employment Services, schools, colleges, training providers, and employers. The goal is a dynamic and engaged forum with a shared vision of increasing supported internships.

Accurate information is vital, both in the local offer and at the individual level. Young people should receive high-quality information, advice, and guidance about careers, aligned with the Gatsby Benchmark. Transition events and careers events play a significant role in providing information about internship programs and wraparound services.

Planning is critical for supporting young people into employment, starting from the early years. The focus is on ensuring outcomes in Education Health and Care Plans align with young people's aspirations and evidence-based practices. This involves co-producing outcomes, potentially requiring additional training for professionals.

Annual reviews from Year 9 become closely linked to intentional planning for employment. Identifying young people needing supported employment and updating outcomes based on aspirations and evidence is crucial. The Education Health and Care plan in Year 11 should reflect the post-16 journey.

Trained job coaches are essential for success in employment. Identifying the number of job coaches, their current placement, and ensuring they receive appropriate training are key tasks for the forum. External support, such as free training offered by the British Association for Supported Employment, can aid in increasing trained job coaches.

Vocational profiling, a person-centered approach, helps gather essential information about a young person's preferences, abilities, and support needs. This process is critical for securing the right work experience, placement, and eventual employment.

The curriculum is a significant aspect, requiring high-quality work-related study programs for all young people post-16. This includes support internships, traineeships, and personalized study programs.

Employer engagement is often challenging but is addressed through training offered by DFN Project Search. This training helps forums understand and increase supported internship programs.

Work experience is a Gatsby Benchmark requirement, and forums should gather evidence on current practices. The goal is to ensure all young people receive meaningful work experience aligned with their career aspirations.

The forum needs to set local targets for increasing supported internships, with a focus on sustainability. Encouraging the local authority to host a supported internship program is emphasized, promoting it as a model for other employers in the area.

Finally, the outcome around social value and sustainability highlights the need for ongoing efforts beyond the initial target of 4,500 supported internships by March 2025.

In summary, NDTI, DFN Project Search, and BASE are here to support local authorities in their action planning. The new Supported Internship Quality Assurance Framework (SEQAF) ensures high-quality programs. Useful links are available on the Internships Work website for additional resources. Thank you for listening, and please reach out for support when needed.