

Baseline Survey Analysis

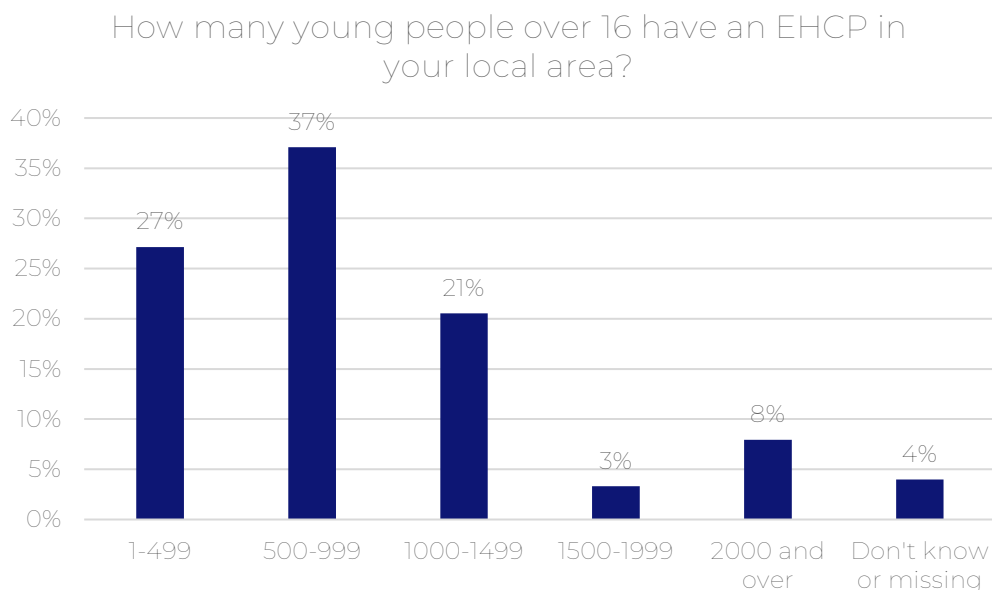
The survey was open from the end of September 2022 until the end of March 2023. All 152 local authorities in England completed the survey, with two submitting a joint response due to having shared data across the two local authorities.

How many young people over 16 have an EHCP in your local area?

The most common answer (37%) was between 500 and 999 EHCPs for young people aged over 16 in their area. The full breakdown of responses is as follows:

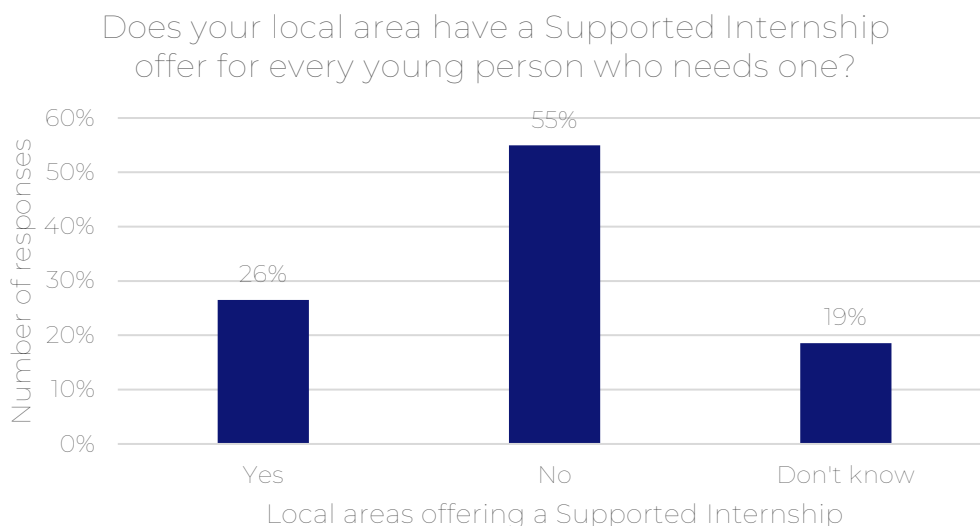
- 27% of local areas have between 1 and 499 EHCPs
- 37% of local areas have between 500 and 999 EHCPs
- 21% of local areas have between 1000 and 1499 EHCPs
- 3% of local areas have between 1500 and 1499 EHCPs
- 8% of local areas have over 2000 EHCPs
- 4% did not know how many EHCPs were in their area, or this data was missing.

It is worth noting that one local authority has only four EHCPs and five local authorities do not have any EHCPs for young people over 16 in their area.



Does your local area have a Supported Internship offer for every young person who needs one?

According to responses, 26% of local areas have a Supported Internship offer for every young person who needs one and 55% of local areas do not. 19% of respondents did not know if their local area has a Supported Internship offer for every young person who needs one.

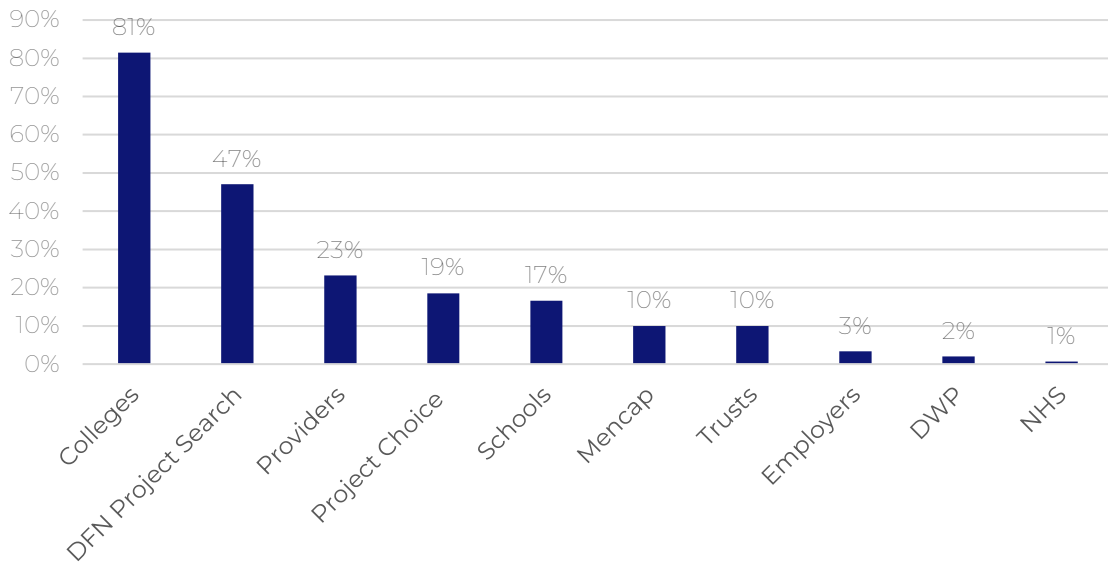


Which partners does your authority work with to deliver Supported Internships in your local area (e.g., Colleges, Project Choice, DFN Project SEARCH etc.)?

This was a free text question, so the partners mentioned by each respondent were grouped according to categories and then counted. Respondents could name more than one partner each.

The most frequently mentioned partner was colleges, mentioned by 81% of respondents. This was followed by DFN Project Search (mentioned by 47% of respondents), general providers (23%), Project Choice (19%), schools (17%), Mencap (10%), Trusts (10%), employers (3%), DWP (2%) and the NHS (1%).

Which partners does your authority mostly work with to deliver Supported Internships in your local area?

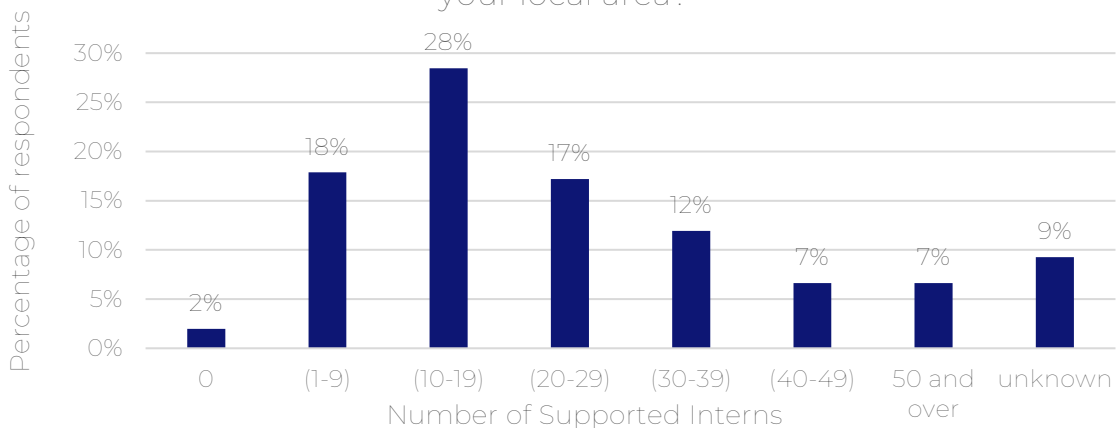


How many supported interns do you currently have in your local area?

This was a free text question, so responses were coded to create a total number of supported interns per local area. Where a range of numbers were given, the midpoint of these was used. The breakdown of responses is as follows:

- 2% have no supported interns in their area.
- 18% have 1-9 supported interns in their area.
- 28% have 10-19 supported interns in their area.
- 17% 20-29 supported interns in their area.
- 12% have 30-39 supported interns in their area.
- 7% have 40-49 supported interns in their area.
- 7% have 50 and over supported interns in their area.
- 9% do not know how many supported interns there are in their area.

How many supported interns do you currently have in your local area?



In the last five years, how many interns secured paid employment of at least 16 hours per week during or at the end of their Supported Internship?

Lots of respondents had difficulty answering this question, with a third of people saying that they did not know. For example, some said:

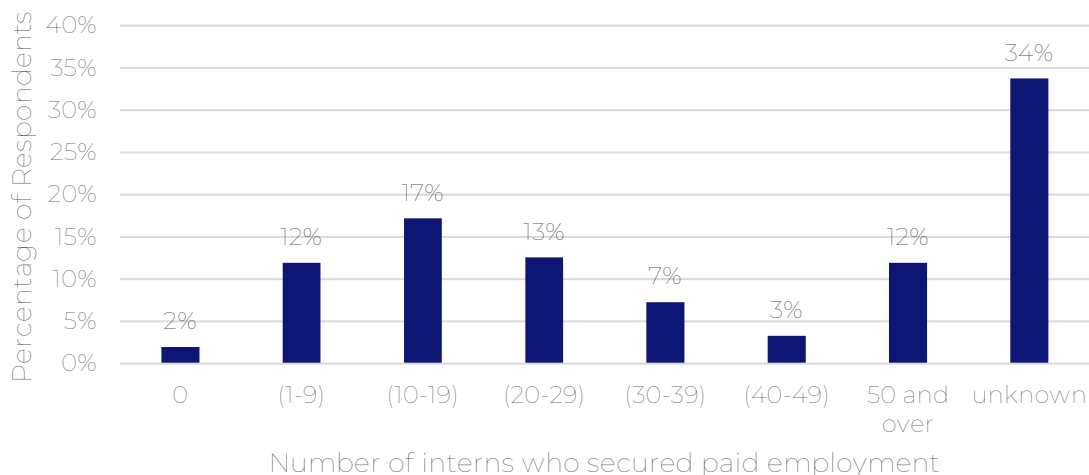
- “No central data available: Individual intern stories published by providers without hours / contract details.”
- “Do not know (we have some stats, but are not comprehensive and do not break down if under 16 hours or not).”
- “We are trying to obtain this information.”

This suggests that local authorities do not hold sufficient data about the employment destinations of supported interns, particularly about the number of hours worked. Others did not have access to this data as the supported internships had only started recently. Where numbers were provided, these have been quantified and presented below. As noted by the following respondent, these are likely to be an under-estimate:

“Unknown - however aware we had 2 this year that we are aware of.”

- 2% said that no interns had secured paid employment in the past five years.
- 12% said 1-9 interns had secured paid employment.
- 17% said 10-19 interns had secured paid employment.
- 13% said 20-29 interns had secured paid employment.
- 7% said 30-39 interns had secured paid employment.
- 3% said 40-49 interns had secured paid employment.
- 12% said 50 or more interns had secured paid employment.
- 34% did not know how many interns had secured paid employment.

In the last five years, how many interns secured paid employment of at least 16 hours per week during or at the end of their Supported Internship?



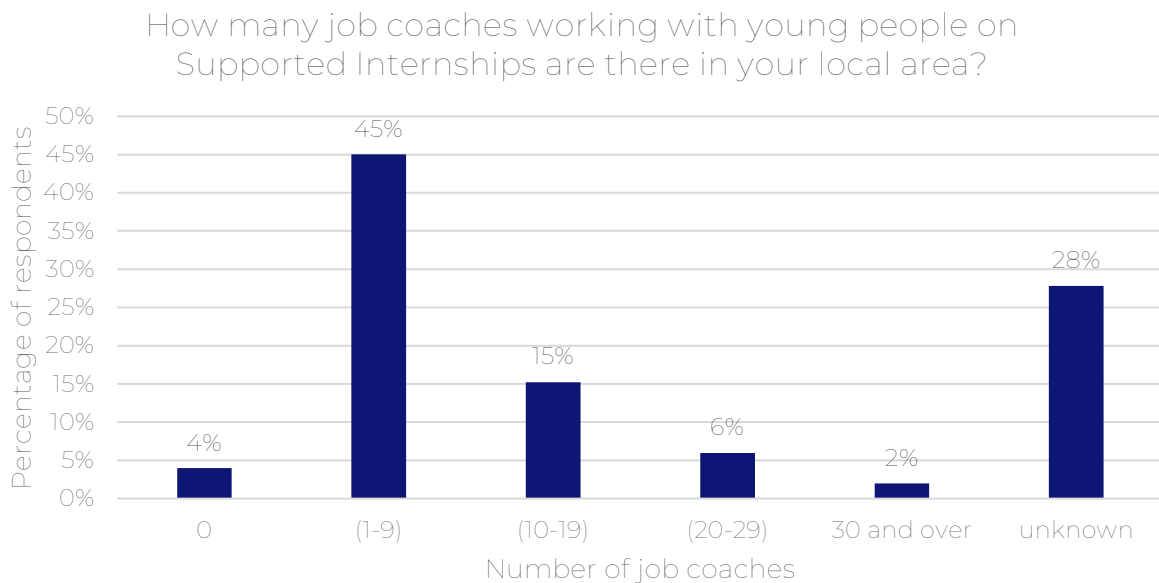
How many job coaches working with young people on Supported Internships are there in your local area?

As with the previous question, respondents had difficulty answering this question, with nearly a third of them saying that they did not know how many job coaches were in the area. Some commented that they did not have access to this information as the job coaches were employed via the support or education providers. For example:

“Unable to confirm - awaiting info from providers”
“Not known – likely to be commissioned through [provider] / colleges / special schools.”

Where respondents provided the actual or estimated number of job coaches in the area, these were quantified as follows:

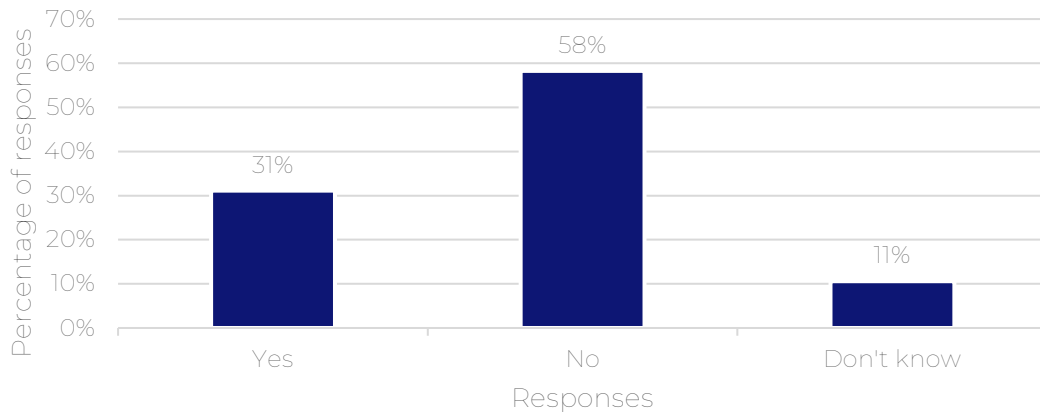
- 4% of respondents said that there were no job coaches in their area.
- 45% said there were 1-9 job coaches in their area.
- 15% said there were 10-19 job coaches in their area.
- 6% said there were 20-29 job coaches in their area.
- 2% said there were 30 or more job coaches in their area.
- 28% did not know how many job coaches there were in the area.



Is there an established Employment Forum which includes pathways for young people with SEND in your local area?

31% of respondents said that there is an established Employment Forum which includes pathways for young people with SEND in their local area. 58% said that there was not an established Employment Forum in their area, and 11% were not sure.

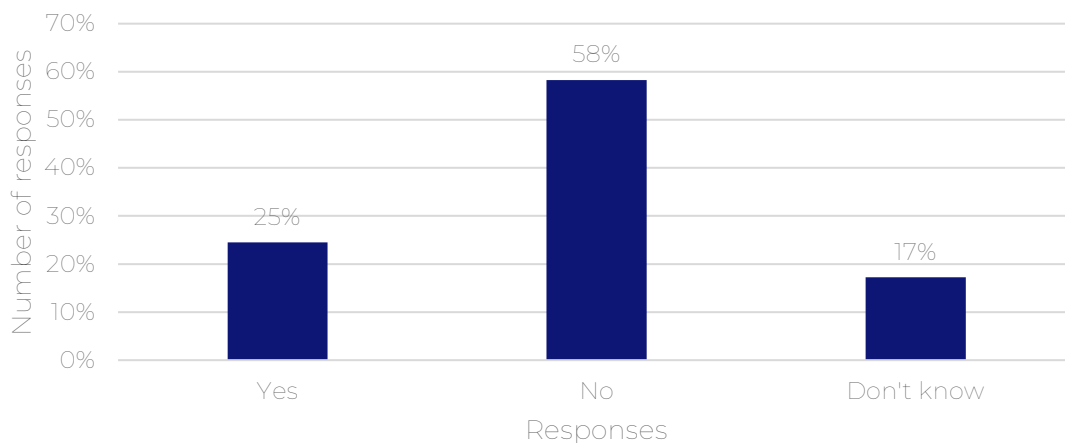
Is there an established Employment Forum which includes pathways for young people with SEND in your local area?



Does your local area have a robust strategy for engaging employers, which includes working with young people with SEND?

25% of local areas have a robust strategy for engaging employers, which includes working with young people with SEND; 58% of respondents said that they don't have a robust strategy in their area and 17% didn't know.

Does your local area have a robust strategy for engaging employers, which includes working with young people with SEND?



When was this strategy last reviewed?

The majority of respondents (over three-quarters) were not able to answer this question.

- 1% of respondents said that the strategy was reviewed in 2019.
- 3% said it was reviewed in 2021.
- 7% said it was reviewed in 2022.

- 5% said that the review was currently underway or being planned.
- 9% did not specify the date of the review in their response.
- 76% did not provide a response.



What is working well in your local area around Supported Internships and employment?





1. Relationships, such as:

- Strong partnerships
- Established networks
- Increased awareness
- Engagement with employers and educators
- Co-production with young people and families.

“Project search well embedded and understood as a pathway by young people and parents.”

“We have strong employer networks and high levels of employer engagement with young people.”

“Forming strong relationships with host businesses and growing links with new potential employers.”

“Collaborative partnership between the LA, DFN Project Search, local College and NHS.”



2. Supported Internships provision, such as:

- More Supported Internships available
- Variety of Supported Internships
- Good quality Supported Internships
- Supported Internships leading to jobs.

“The LA has a commitment to developing more Supported Internships and improving job outcomes for people with SEND.”

“The range of Supported Internships available locally has grown.”

“Young people have managed to increase their knowledge and employment skills and gain real employment opportunity.”

“Providers work well together with an appetite for peer support / sharing best practice.”



3. Support for interns, such as:

- Support before and after Supported Internships
- Support during Supported Internships
- Staff & resources, for example, job coaches
- Family involvement.

“We have a full time SI coordinator who supports the colleges with delivery...progress for each intern is reviewed at every meeting.”

“We hold the colleges to account using a clear written framework which they sign up to. Parents of the interns also sign an agreement at the start of the SI.”

“Part of the contract includes a follow-on job coach service for graduates. This offer is working well, supporting graduates in employment as well as those who are still seeking employment.”



4. Working towards a vision, such as

- Enthusiasm and culture of aspiration
- Having a clear vision and strategy
- Offering a quality mark for employers
- Learning from good practice.

“There is a collective will and ambition to improve.”

“Colleges are really keen to provide SIs.”

“Our young people are aspirational for employment and education/training leading to employment.”

“We co-produced a SEND Business Charter Mark during COVID which we are going to launch with employers locally.”

How do you measure what is working well?

A range of measures and outcomes for identifying what is working well were mentioned.

Approximately 10% of the respondents said that they do not measure what is working well and a similar proportion gave responses that were vague or unclear, for example:

- “Belief in the system”
- “Quarterly monitoring”
- “Engagement and outcomes”

A smaller proportion reported they do not know if what is working well is being measured.

Most local areas have some measures of what is working well; the most frequently mentioned are listed on the next page:

Quantitative 'hard' data:

Supported Internships requests	Supported Internships placements	KPI's according to agreed standards e.g. PfA
NEET data	Destination data	Permanent job outcomes

Qualitative 'soft' data:

Feedback (from interns, families, job coaches, employers)	Case studies	Intern/learner diaries
Measurement of confidence	Independence and skills	EHCP reviews

"Key markers of improvement in the past three years, including EHCP timescales and quality, parent/carer engagement, young person's voice, graduated response, SENDCo support, ND pathway development, reduction in exclusions and coproduction."

"We measure success via outcome data but do not have a central way to gather this from colleges and other delivery organisations."

"We know that more needs to be done to gather data to measure our success, which will be part of the development of our own Local SI offer – ensuring we are aware if the young people have secured employment following an SI."

What are the challenges in your local area around Supported Internships and employment?



1. Limited awareness & reach, such as:

- Inappropriate referrals
- Employers having limited understanding
- Low uptake & limits on who can do Supported Internships

“Through the evaluation we learnt that there is still limited knowledge of supported internships within the community.”

“Learners not ready for a Supported Internship i.e. no real experience of work within their educational settings prior to starting.”

“Employers [lack of] understanding of what it takes to support someone with additional needs and what the benefits to the business are.”

“The programme can only accept those with EHCPs and there are other young people with SEN needs that would greatly benefit from the systematic approach/support.”



2. Quality of Supported internships, such as:

- Not enough high-quality Supported Internships
- Limited variety of Supported Internships
- Lack of support before and after Supported Internships
- Few paid job offers following Supported Internships.

"[Area] does not currently have a supported employment team or initiative. As a result, follow-along support for young people who have finished SIs has varied."

"[There are] little to no repercussions are imposed on programmes that do not adhere to guidelines and best practices."

"Bespoke placements are important to increase diversity, but they are difficult to manage on a large scale...it can be difficult to provide adequate support all at once."

"Covid reduced the amount of employers agreeing to work placements."



3. Practicalities

- Lack of resources, funding, and support staff, particularly job coaches
- Lack of capacity within the local authority
- Transport and location of jobs
- Marketplace still recovering from the impact of COVID
- Uncertainty around what is on offer in the local area.

"We have a gap in job coaches in the area."

"[There are] too many providers / organisations chasing employers for similar opportunities."

"Capacity is a major challenge - having a dedicated resource for the area to engage with employers and develop opportunities for young people."

"[It is] one of the most rural areas in England and has a dispersed population which is a challenge for service delivery. Transport is a major issue cost and availability."



4. Attitudes

- Perception that Supported Internships are not as prestigious as going to college
- Fears over loss of benefits
- Low confidence of young people.

"The Supported Internship is not seen as an equal to going to college."

“This is a deprived area so it can be difficult to engage parents and there can be concern about loss of benefits and low aspirations in terms of progression into employment.”

“There is a lack of visible role models....not just locally but in mainstream media.”

“Many parents hadn’t heard of supported internships or didn’t understand what they were.”

How do you measure these challenges?

It was evident from the responses that local areas are finding it difficult to measure challenges.

Respondents listed many of the same measures and outcomes for this question as they did for understanding what is working well. Similarly, approximately one-fifth of respondents said that they either do not measure the challenges or do not know if they are.

“I’m not sure we have a way of measuring this.”

“We do not routinely measure these challenges.”

Some respondents were unsure how this could be done:

“I don’t know of any metric that measures challenges.”

Qualitative methods were seen as useful in identifying challenges and issues with the programme. Examples included feedback (from learners, carers, providers and employers), student reviews, progress reports and supported employment forums.

There were multiple references to anecdotal data, suggesting that local areas are reliant on this to understand what is not working well currently:

“Mainly subjective reviews, hearing from the colleges and families about what is / is not working well.”

“Anecdotal, qualitative oversight of providers with open, honest and transparent relationships about the cohorts, provisions and outcomes... encouraging progression and challenges a lack of progression.”

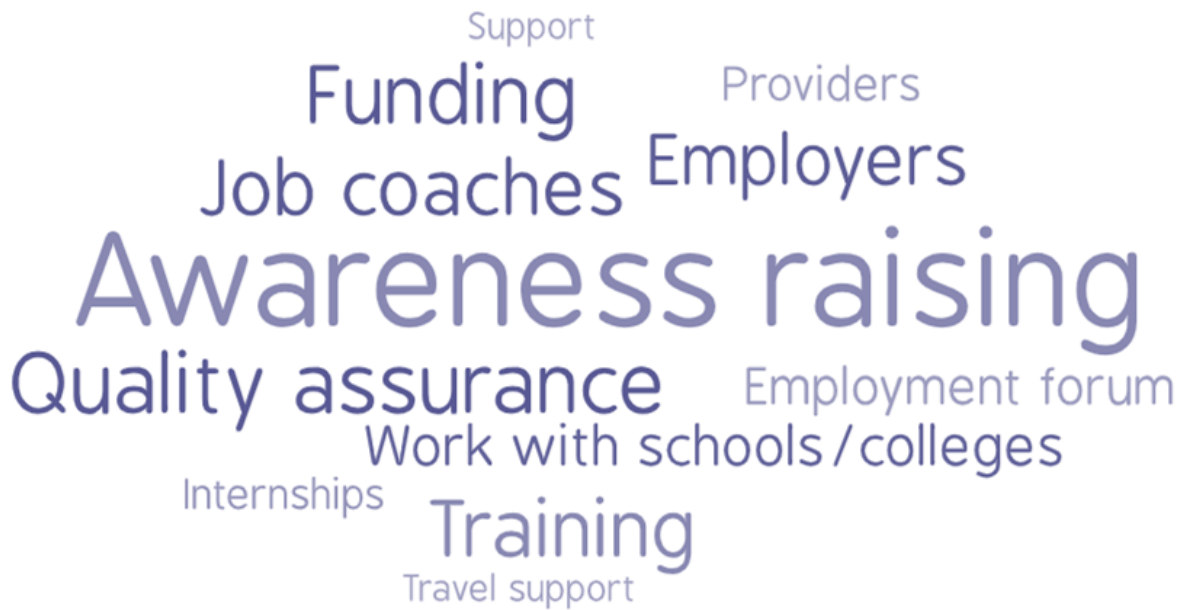
It appears that there is currently a lack of quantitative or statistical measures of the challenges that local areas are facing.

What support does your local area need in order to increase the number of Supported Internships?

Respondents were asked to describe the support that their local area needs in order to increase the number of Supported Internships.

Most responses to this question mentioned support that already exists but that needs to be increased, diversified or built upon.

The Word Cloud below illustrates the factors that people identified wanting more of:

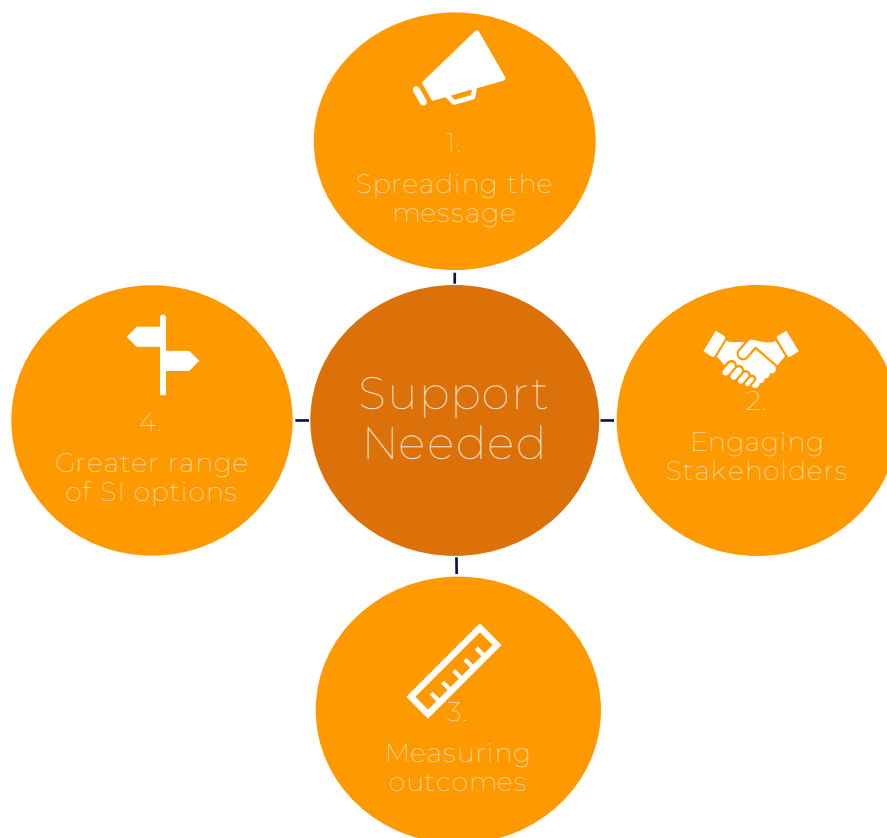


As seen above, the main request was for greater awareness raising/promotion of the programme.

Responses also identified the need to better engage a range of stakeholders, including employers, schools, colleges, providers, parents and young people.

Related to this was the need to better evidence the quality of the programme, monitor outcomes and share good practice.

When talking about the need for more employers to offer Supported Internships, respondents were clear that this needs to include a greater diversity of employers, for example a range of sectors. They also recognised the need for internships that suit young people with a broader range of support needs, for example people with complex needs or mental health conditions.



In addition to asking for more resources to build upon what is already in place, there were some suggestions of things that could be differently that might help to increase the number of Supported Internships in a local area. Some examples of these are:

- Greater flexibility in the eligibility criteria, for example, the requirement for all young people to have an active EHCP.
- Development of a pre-supported internship course which focusses on preparing for work with substantial work experience.
- Provision of mini supported internships where young people can undertake short qualifications (e.g., forklift training, food hygiene) designed to move them swiftly into employment.
- Internships to be extended to 2 years.
- A 12-month bridging scheme where there is the possibility of wage grant availability for interns who haven't progressed into paid work.
- Supported Internship quality mark.
- Creating a register and a flexible pool of trained job coaches.