

LA Innovation Event: Question & Answer Document

This document answers several questions that were asked during the [LA Innovation Event](#) hosted by NDTi on 27 September 2023. If you have any other questions, please send them to InternshipsWork@ndti.org.uk and we'll get back you as soon as possible.

Does Cheshire East find the work placement or the education provider?

This is a mix of both. It is the education provider's responsibility as it is their programme. However, I have worked with a variety of employers to support this process.

I'd be interested to find out more about the training to embed vocational profiling at Cheshire East- could this be shared?

The content of what this course covers can be seen [here](#).

What is the ratio of job coaches to interns and how many job coaches do you have at Cheshire East?

We operate a 1:1 job coach model. This usually starts with 2-3 days in the workplace, but the number of days in the workplace increases as the intern develops their independence, skills and confidence. The number of job coaches required to support the programme depends on the size of the cohort.

Is Access to Work is paying for Job Coaches to go in and complete job and task analysis without the young person with them?

Access to Work will only fund the time that the intern is in the workplace supported by the job coach. No funding is claimed for the task analysis preparation.

What funding do the colleges get for their provision?

The education providers are funded via Education and Skills Funding Agency (ESFA) funding and High Needs Funding (HNF), when required. However, because the majority of the interns' time is in the workplace, this is funded via Access to Work.

How many job coach providers do you have in Cheshire East?

We use 2 organisations in Cheshire East who currently supply all the job coaches for the Supported Internship (SI) programme. I have supported both Providers to develop this workforce, and have helped to support with fully funded systematic instruction training since 2020.

How much do different providers charge per hour for their job coaches?

Previously Access to Work would fund up to £35 per hour for job coach support nationally. However, DWP now say they have moved to a model of using some guideline pricing for their case managers to discuss and agree support at the earliest opportunity. There is no fixed rate but rather a banded award based on data for regional Job Coaches costs.

How have you improved parental confidence in supported internships?

- Information
- Sharing success stories
- Sharing videos
- Coffee mornings
- Working with young people and their families much earlier
- Lots of work with Schools and Colleges
- Attending annual reviews

What about Supported Internships for individuals who do not have Education, Health and Care Plans (EHCPs)?

£3 million has been allocated by the Department for Education for a pilot programme this autumn. The pilot will explore whether the essence of Supported Internships would work for young people who do not have an ECHP but would benefit from additional support when entering employment. More information about the pilot will be available as soon as possible.

What support can be offered to employers once they have employed interns? If over a few years a company has employed 12 young people, can they claim Access to Work to provide a job coach or similar to support the SEND cohort in their company?

Yes, employers can apply for Access to Work to employ a Job Coach to support the young people who now have a paid job. We have some good examples where organisations have done this. It is often called The Follow Along Job Coach or the Embedded Job Coach. This Job Coach can be employed by the employer employing the young people or they can be employed by a Supported Employment Provider.

If they are employed by the Supported Employment Provider, then the Supported Employment Provider would make the claim to DWP for the Access to Work grant.

The following support could be offered to the employer:

- Training on how to set this up
- Training on how to apply for Access to Work
- Information on how to ensure you get long term Access to Work
- Information on where else you can get the funding to ensure the support is secure
- Designing financial models to suit the Employer
- Having agreements with the Supported Employment Provider if the employer would prefer to use this model
- Providing the employer with examples of where this has already been done.

[Case Study: The Role of the Embedded Job Coach](#)

Are Vocational Profiles being completed as part of annual review paperwork to attach a summary to EHCP?

We advocate that a Vocational Profile is used for young people who are likely to need additional support to get them into employment. This plan can begin from Year 9 and be updated so that employment options are considered at every annual review after Year 9.

Some Local Authorities are now doing this and having the Vocational Profile as part of the SEN Support or EHC plan.

The vocational profile should be a live document, if at all possible - kept online and updated after any kind of work experience or work placement. It can be used from school year 8 or 9 as part of the school curriculum. It could also be used by a job coach within a supported employment organisation.

There is a vocational profile template and video guide on the NDTi website [here](#).

Do you have any information about Inclusive Apprenticeships?

This [video](#) gives some helpful information about Accessible Apprenticeships.

About Internships Work

[Internships Work](#) is a programme funded by the Department for Education, which will double the current supported internship provision in England by enabling 4500 young adults, aged 16-24 with additional needs, to benefit from a supported internship per year by 2025. It is designed to support more young people with additional needs to have greater choice and control over their future, opening up opportunities that prepare them for adult life and independent living.



Doubling supported internship provision in England.

