



Spotlight on Supported Internships

Event Q&A

Q: Are traineeships, inclusive apprenticeships, and supported internships different?

- **Traineeships** are a skills development programme that includes work placements, but these will end in December (not significant uptake) as we move to the T Level programme. The government believe that the T Level transition programme, T Levels, boot camps, apprenticeships, and sector-based work academies serve as alternatives to the traineeship programme. The traineeship programme will be integrated into other 16 to 19 study programmes for young people, and the non-devolved adult education budget for adults rather than be funded as an independent offering.
- **Inclusive Apprenticeships** are like apprenticeships but with a lower English and Maths requirement, specifically for young people with additional needs. Apprentices are paid the national minimum wage for their age.
- **Supported Internships** are only for young people with an Education, Health and Care Plan between the age of 16 and 25.
- **The Disability Rights UK** website also has some good materials, including a [jargon buster](#)

Q: Can jobs be changed if not suitable?

Yes, if someone is on a supported internship placement, they will often do a rotation with a particular employer to get a feel for different jobs. If someone is successful in gaining employment, follow on support should be available to ensure the job is still right for them and to give continued careers advice.

Q: Is there an ideal time to start a supported internship considering the end of the EHCP?

Ideally during the first or second year of FE, so 16/17 but this isn't set in stone and some young people need a bit longer before they start. Remember that the EHC plan will cease on the young person's 25th birthday and that supported internships are usually for a year.

Q: What to do when the provider isn't arranging appropriate placement sessions?

Speak to the education provider and to the job coach who should be there to support the young person in the workplace.

Q: How often is the job coach present in the workplace?

This very much depends on the need of the young person. They can be there full time to start with if needed, but job coaches are trained and skilled in stepping back and withdrawing support when appropriate. Job Coaches can be funded through Access to Work funding for the duration of the placement and AtW can continue to fund once a young person gains employment. Government policy is [here](#).

Q: How does the program help employers feel confident and understand flexibility?

- Having a diverse workforce gives employers a sense of understanding that their employees are all different. They all have strengths and skills and areas for development. Having a diverse workplace promotes flexibility and tolerance.
- help campaign to get them set up.



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Q: Who do the job coaches work for? Are they employed by DWP?

Job coaches usually work for a provider organisation. They are not employed by DWP but are funded by them through Access to Work. The British Association of Supported Employment have a membership for providers working in this area. List is [here](#)

Q: How can I find out more about becoming a job coach?

[BASE](#) offer accredited training for Job Coaches (some of this is free as part of the programme) so is a good place to start

Q: Is a supported internship possible for someone who struggles with social skills?

Yes absolutely! Someone who struggles with social skills will have a range of other skills to offer an employer. They will also develop skills through their placement too. Start with a vocational profile to capture this information on what a young person's skills are and what they would like to consider in the world of work. NDTi have a template you can use [here](#)

Q: Are part-time options available for those who struggle with long days?

Yes. It is hoped that young people will move into employment of 16 hours a week or more but this needs to be relevant to the young person's needs. Occasionally less than 16 hours works better for the young person, depending on their needs.

Q: How long does the supported internship last?

A supported internship usually lasts for a year, but if the young person is offered a job sooner, they can move straight into paid employment

Q: How many organisations are participating in supported internships, and what industries are involved?

- There are 100's of organisations involved in supported internships and the Internships Work programme aims to grow this number. [DfN Project Search](#) are supporting employers to get involved, including creating employer champions.
- Have a look at BASE [membership list](#) too where you can see which employers are committed to supported employment opportunities.

Q: Are internships only for young people with an EHCP?

At the moment yes, but the Government have put aside £3 million to pilot the supported internship pathway for young people without EHC plans. Keep an eye on the [website](#) for more information. Or sign up to our [newsletter](#) for more information.

Q: Can a supported internship be offered in a field unrelated to the learner's qualifications?

Yes.



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Q: Can a young person access supported internships after their EHCP ends?

No.

Q: Can the support person help with motivation, confidence, and change?

Absolutely yes. Job coaches are skilled in motivation and confidence and how to support young people with change and transitions

Q: Are supported internships suitable for a young person going into post-19 provision at Pre-entry level?

Yes, as long as they have an EHC plan

Q: Are there any supported internships available in Suffolk County Council?

- [West Suffolk College](#) offer Supported Internships
- There is also information on the [Suffolk Local Offer](#) pages

Q: Can a person with physical, sensory, and learning needs apply for a supported internship?

Yes, as long as they have an EHC plan

Q: Should the local authority discuss supported internships during an annual review?

Yes, the code of practice (section 8) says that:

- "Local authorities must ensure that the EHC plan review at Year 9, and every review thereafter, includes a focus on preparing for adulthood"
- "Planning must be centred around the individual and explore the child or young person's aspirations and abilities, what they want to be able to do when they leave post-16 education or training and the support they need to achieve their ambition"
- Please see our [guide for annual reviews](#) which might help

Q: Are organisations like the Wildlife Trust and National Trust providing internship opportunities?

We don't know but they would be great organisations to explore!

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.

This document was created by NDTi following the Spotlight on Supported Internships event.