

Internships
WORK

Supported Internships

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**Doubling supported internship
provision in England.**



What is a Supported Internship?

Supported interns are in full time education supported by a learning provider, for example, a school or college, but spend most of their learning time - typically around 70% - in a workplace as part of their course

A supported internship is one of a few employment pathways for young people with additional needs:

- Traineeships
- Inclusive apprenticeships

Structured, work-based study programme for 16 to 24-year-olds with SEND, who have an education, health and care (EHC) plan.

The core aim of a supported internship study programme is a substantial work placement, facilitated by the support of an expert job coach.

What can a Supported Internship do for a young person?

Support them to develop the skills valued by employers

Enable them to demonstrate their value in the workplace

Develop confidence in their own abilities to perform successfully at work.

Provide the opportunity for young people to achieve sustained, paid employment by equipping them with the skills they need for work, through learning in the workplace

What can a Supported Internship do for a provider?

Offer a positive progression route to employment from their existing provision in order to support young people with SEND into paid, sustainable work

Evidence that their provision is personalised and outcome-focused, in line with Ofsted expectations

Demonstrate their responsiveness to the full range of learners in the local community

Address the issue of 'learner churn' or 'revolving door syndrome', where learners complete one programme and re-enrol on another programme at the same level, rather than achieving positive progression

Show their commitment to equality and diversity

Key Principles of a Supported Internship

Principle 1

The intern, taking into consideration neurodivergent individuals, spends a significant amount of time at the employer's premises during their work placement. In this setting, they are expected to accommodate diverse needs, including being mindful of timekeeping, offering flexibility in shift patterns, and considering inclusive dress code options. This takes into consideration beforehand any reasonable adjustments the individual may have.

Principle 3

Job coaches are central to the study programme and provide support to both the young person and employer. They should be trained in line with the national occupational standards for supported employment.

Principle 2

Supported interns follow a personalised study curriculum alongside their time at the employer, including relevant aspects of English and Math's. This will be a bespoke package that is delivered by the provider and should support their progression to paid employment. It should give the supported intern the opportunity to reflect on their learning journey.

Principle 4

The primary goal of the programme for the young person is paid employment. Work placements must work for both the young person and the employer.

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