



**TRAINING
SOLUTIONS**



**SUPPORTED
INTERNSHIP**

AN EMPLOYER'S GUIDE

The Into Work programme is a supported internship that provides opportunities for 16 to 24-year olds with Special Educational Needs and Disabilities (SEND), who want to move into employment and need extra support to do so.

We work with organisations of all sizes, who benefit from our specialist job coaches and talented students to reach positive outcomes for both business and student.

What is a Supported Internship?

Supported Internships are a programme for students with SEND. The programme has one primary aim which is to:

- To support young people to move into sustainable paid employment.

We work closely with students and employers to ensure the right training, support and job roles are in place for the employer and student.

Do I need to pay the student?

No, there is no cost to taking on a student on a supported internship.

How can I make sure the students are matched to my business?

Our specialist job coaches will work closely with you to understand what your business needs are. They will then match students to the job roles and support the student throughout the internship.

Am I limited to one student?

No, multiple students are possible in one workplace, if the jobs are matched appropriately.

How long is the Internship?

Timescales can vary depending on the employer and student needs, this will be reviewed every 6 weeks. Most Internships are completed within 12 months and successful students move into paid roles within the business.

Will there be lots of paperwork?

No, as a college we will need to complete a health and safety declaration with you, the paperwork is completed by college staff.

How can I balance this alongside running a business?

Our specialist job coaches will work with you to train the student, so this does not impact on your everyday operational running of the business.

What support will I receive?

Our specialist job coaches will ensure they discuss any support you may require as a business to take on a student. This can involve SEND specific awareness training, job coaches being on site as well as being flexible in how we work with you.

Can you supply an internship in my area?

Yes, this will depend on exactly what roles you are looking to secure.

Do I have to offer paid employment at the end of the internship?

Ideally sustainable paid employment is the aim of the internship. However, we are aware business needs can change or the job match may not work. We will communicate regularly with you so we can review this on a frequent basis.

“ We work with Weston College because we are committed to providing an inclusive environment that is accessible to all. ”

Kym, Learning Facilitator, Co-op

“ Outstanding support by staff, having not had a student in the workplace before. So rewarding building students confidence and helping them grow. ”

Gina, Business Owner, Creations by Gina



CONTACT US TO FIND OUT MORE AND START YOUR JOURNEY TO BE AN **INCLUSIVE EMPLOYER**

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weston.ac.uk/into-work

