



**SUPPORTED
INTERNSHIPS**
NORTH SOMERSET

IN PARTNERSHIP WITH



SUPPORTED INTERNSHIPS

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?

Payment would be at the employers discretion.

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 need. 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 minimal.

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.

WHY ARE SUPPORTED INTERNSHIPS GOOD FOR YOUR BUSINESS?

Supported internships promote inclusivity within the workplace and allow you to recruit from a more diverse talent pool. Having people working within your organisation with different perspectives and lived experience can lead to further innovation of products and services. Some additional reasons why supported internships work for businesses are:

- Job matching an individual to the correct role based on their skills and your requirements will save you time and money with recruitment costs.
- Successful job matches lead to increased staff retention through the recruitment of motivated and committed interns that will be dedicated to your company.
- Generation Z want to work within more inclusive environments that meet their individual needs. Working with us will support your inclusive practice to meet the needs of all of your employees.
- Enhanced company reputation both internally and externally with customers. Companies that are Disability Confident and inclusive benefit massively from the 'purple pound' as individuals will be more likely to use your services.

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 and job coaches being on site as well as being flexible in how we work with you.

WHAT IS JOB CARVING

Job carving is a supported employment strategy that is designed to provide additional employment opportunities for all individuals within society. It involves creating and modifying job roles that meet employers' business needs but also supports a strengths-based approach in relation to individual skills and qualities. Job carving typically involves conducting a task analysis of a job by breaking it down into a series of smaller steps. This allows an employer or job coach to identify skills needed within separate parts of a job. The skills involved within several jobs can then be combined into a new job that meets the individual needs, skills, preferences and levels of support required for an individual and meets the needs of the employer.

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.

CAN YOU SUPPLY AN INTERNSHIP IN MY AREA?

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

“Since Orlan has been with us, he has always worked in a very professional manner. He has learnt new skills along the way which hopefully he can put to use in future roles. He has gained and improved his confidence as the weeks have gone by. His interaction with customers has also improved greatly. Orlan has been a very good candidate and it’s been a pleasure to have him here with us.”

Mick
Store Manager, Co-op



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

Kym
Learning Facilitator, Co-op



“Dan has become very independent with his daily tasks and is now an independent worker in terms of having a Job Coach. This has been a very carefully managed transition and very much led by Dan’s needs and wishes. The Job Coach initially reduced the time spent directly supporting at the workplace ensuring that they were available via phone or Teams Chat if needed. This worked very well, and both Dan and us felt very supported. The Supported Internship involvement has been a very positive experience for us.”

North Somerset Council



“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



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

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weston.ac.uk/into-work