What is a Supported Internship

and

Why do we need them?

START

Why have a Supported Internship?

- Create a workforce reflective of a diverse range of customers and the local community
- Access to the hidden employment market
- Corporate Social Responsibility & Values
- Access to the Purple Pound



Supported Internships are structured study programmes designed to equip young people with the skills they need for work through learning in the workplace

disability confident EMPLOYER

Statistics

The unemployment rate for disabled people was 8.4% in May 2021, compared to 6.5% in June 2020

UK Parliament Statistics, May 2021

Key players within a Supported Internship

- Motivated Jobseeker aged 16-24
- Disability Confident Employer
- Post 16 Education Provider
- Job coach trained in TSI

Additional Support

- Access to work (Job Coach & reasonable adjustments)
- Education funded work placement

Suitability

- In receipt of an EHCP
- Desire to work
- Able to travel to work placement
- Appropriate social, and communication skills
- Ability to take direction and change behaviour



Financial incentive to Employers

- No cost to the employer for the intern placement
- Job Coach provided at no cost to employer
- Elevated morale leading to reduced sickness
- Job carving to distribute workload



Examples

- Essex County Council has their own programme which supports the council's Disability Confident Leader status
- Can be tailored to the business needs of SMEs and large corporations

RESULT

Stability within entry level jobs leading to a reduction in recruitment costs, turnover and staff training

Upskilling of existing staff through mentoring opportunities

Essex County Council

SEND Strategy & Innovation,
Targeted Employment Team 27/10/2021 v4