Achieving Paid Employment through a SUPPORTED INTERNSHIP

College



"Lloyd is a 20-year-old student diagnosed with Dyslexia and autistic traits with low self-esteem and confidence. He has difficulties with communicating and his mental health. He applied for a Supported Internship as he wanted support to develop work skills in a practical environment."

Initial Challenges:

Lloyd's ASD symptoms presented several barriers to employment, including;

- **Difficulty with communication and interaction**
- **Social, emotional and mental health**
- **Difficulty with understanding tasks**
- **Negative self-talk and self esteem**

Through the college's Supported Internship program, Lloyd was assigned to Johnson's Workwear as a warehouse assistant. Lloyd was assigned a job coach who introduced him to the managers at Johnson's and accompanied him to a supported interview.

THE PROCESS

- **Job coaches then worked closely with Lloyd's team and helped him to familiarise himself with tasks, manage his time and scaffold and support social interactions.**
- **Encouragement and to interact with colleagues.**
- **Reassurance and additional time to process information and instructions.**
- **A peer mentor within the team was identified for informal guidance and support.**
- **Regular prompting to support attention to tasks.**
- **Regular checking to ensure understanding of instructions.**

THE PROGRESS & DEVELOPMENT

Over the course of the placement Lloyd's confidence and independence grew significantly. He was able to communicate with colleagues. His work colleagues were empathetic to Lloyd's low self esteem and assisted with praising him and giving clear instructions and reassurance.

Lloyd was able to demonstrate his practical skills and was often praised for his mathematical ability and the task completion rate. He worked hard in the factory to reach his targets.

Due to Lloyds increased confidence and diligence he was offered paid hours.

At the end of the Internship:

Lloyd earnt paid weekly hours at Johnson's Workwear for 3 months Lloyd's success highlights the importance of tailored support and a strengths-based approach. The internship gave him the structure and support he needed to develop practical skills in a real-world setting. Lloyd has now gone on to gaining paid work at Virgin Active, applying for the role and interview independently.

THE OUTCOME

This case study demonstrates how a Supported Internship, when combined with individualized support and employer collaboration, can lead to meaningful employment outcomes for young people with ASD, Dyslexia and mental health issues.