Achieving Paid Employment through a SUPPORTED INTERNSHIP

College



"Alfie is a 20-year-old student with Autism, ADHD, sleep difficulty and dyslexia. Alfie has previously completed a Level 2 course in Plumbing at South Essex College. He applied for a Supported Internship at Amazon as he wanted support to develop work skills in a practical environment, in order to become a fully rounded employee."

Initial Challenges:

Alfie's symptoms presented several barriers to employment, including;

- **Difficulty with self regulation**
- **Needs to be taught one skill at a time and new skills explicitly**
- **Language processing difficulties – impacting relationships and resulting in frustrations at making himself understood by others**
- **Struggles with recognising his emotions and expressing himself**

Through the college's Supported Internship program at Amazon Alfie has been carrying out an Associate role at LCY2 in Tilbury. Alfie was assigned a job coach through ECL who works closely with Alfie and the team at Amazon, supporting him in familiarising himself with tasks, managing his time, scaffolding and supporting social interactions.

THE PROCESS

Alfie has worked in the Singles, Receive and Stow departments at Amazon, learning and developing skills in all three of these areas of the business.

- Tasks were broken down into detailed easy steps to help Alfie retain information and support learning.
- The employer agreed to flexible task rotation, allowing Alfie to switch tasks periodically to maintain engagement. Regular checks were made with Alfie to ensure he understood all instructions and expectations.

THE PROGRESS & DEVELOPMENT

Over the past 9 months Alfie has gained confidence and his independence has grown significantly. He has become adept at managing time and is able to communicate well with colleagues – eventually feeling comfortable enough to explain his learning difficulties and how he can be best supported in his work. Alfie has been able to demonstrate strong physical skills and often outshone colleagues in terms of productivity. Alfie's attention to detail has improved as he has progressed through each department and his problem solving ability is now second nature.

amazon

At the end of the Internship:

At the end of the internship, Amazon have employed Alfie for 30 hours a week in an Associate role as a night worker which he has fully engaged with. He has completed many courses since starting paid work and is progressing to meet his aspirations for the future.

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 Autism and ADHD.