



# WHAT IS A SUPPORTED INTERNSHIP?



# What is a supported internship?



A supported internship is a type of study programme specifically aimed at young people aged 16 to 24 with an Education, Health and Care Plan (EHCP) who wish to move into employment. The core aim of a supported internship is a substantial work placement, facilitated by the support of an expert job coach, with the aim of the young person moving into employment upon completion. If the young person does gain employment, their EHCP will cease.

The supported internship should contribute to the long-term career goals of the young person and match their capabilities. Alongside their time with the employer, supported interns complete a personalised study programme delivered by the provider.

Supported interns are enrolled and supported by a learning provider, for example, a school or college, but spend most of their time - typically around 70% - in a workplace. The intent of the supported internship is for the young person to rotate through different types of employment and roles, giving them the opportunity to experience a variety of positions.






The internships provide the opportunity for young people to achieve sustained, paid employment by equipping them with the skills they need for work, through learning in the workplace.

Supported internships last for a minimum of 6 months, and up to a year. Every young person is supported in the work placement by a trained job coach, put in place by their education provider. The job coach provides in-work support that tapers off, when appropriate, as the supported intern becomes familiar with their role. Job coaches also work with employers, increasing their confidence in employing individuals with additional needs and helping them to create and support a diverse workforce.

# Local providers



Within Worcestershire, there are 5 providers for supported internships. Each provider will offer something different, so it is important that the young person's interests and their long-term career goals are considered when choosing which provider to use.

Provider	Location	Contact	Course summary
 <p>DFN Project SEARCH Young Adult Learning</p>	Based at Worcestershire Royal Hospital	Kelly Champion <a href="mailto:KChampion@worcestershire.gov.uk">KChampion@worcestershire.gov.uk</a>	This year-long programme offers a unique chance to work in various roles within a busy hospital setting.
 <p>Heart of Worcestershire College</p>	Based at both Worcester and Redditch campuses	Annette Gardner <a href="mailto:agardner@howcollege.ac.uk">agardner@howcollege.ac.uk</a>	This Level 1 course will help to develop the young person's personal, social and employability skills.
 <p>Kidderminster College</p>	Based at Kidderminster College	Natasha Allmont <a href="mailto:Natasha.Allmont@kidderminster.ac.uk">Natasha.Allmont@kidderminster.ac.uk</a>	This programme provides personalised work experience aligned with each learner's interests, alongside training in employability skills, Maths, English, and personal and social development.
 <p>Mencap</p>	Based across Worcestershire	Lorna Jordan <a href="mailto:Lorna.Jordan@mencap.org.uk">Lorna.Jordan@mencap.org.uk</a>	Learners are required to complete at least 420 hours of work experience. Tutors also run sessions on how to find and apply for jobs, communication skills and workplace behaviours. Aimed at learners 18 years and above.
 <p>Warwickshire College Group</p>	Based at Evesham and Pershore College	Allan O'Neill <a href="mailto:aoneill@warwickshire.ac.uk">aoneill@warwickshire.ac.uk</a>	It offers six or more months work experience during the academic year with one day per week at college studying a City & Guilds Employability qualification.

# How to apply



To apply for a supported internship, the young person will need to explore and research the local providers and attend open days or events to find out which provider is most suitable for them.

The young person will most likely need to complete an application form for their chosen provider. They may also be required to attend interviews or assessments. It is crucial that the young person is supported throughout the application process by their support network both their provider and at home.

There are no entry or completion requirements for supported internships, and each learning provider will work with their supported interns to develop a personalised programme that meets their needs and provides progression and stretch. The personalised study programme delivered by the school or college, will include the chance to study for relevant qualifications, if appropriate, and English and Maths at an appropriate level. The young person will work towards their next level, whatever that may be and they may also complete an employability qualification alongside.

Moving into employment can be a difficult decision and funding the gap of training and education can be another barrier to consider. However, Worcestershire County Council wish to support this journey with providing some additional funding through the supported internship bursary scheme.

The £1,000 bursary is to help with the initial and ongoing costs associated with a supported internship. The bursary can be spent on things that will help the young person complete their supported internship, like travel and equipment. The bursary also includes a 'success' payment to the young person if they move into employment on completion of their supported internship.

To find out more information or how to apply for the supported internship bursary, please contact: [inclusiveemployment@worcestershire.gov.uk](mailto:inclusiveemployment@worcestershire.gov.uk)



## FIND OUT MORE

To find out more, please visit [Skills4Worcestershire](https://www.skills4worcestershire.gov.uk) or contact the INclusive Worcestershire team at [inclusiveemployment@worcestershire.gov.uk](mailto:inclusiveemployment@worcestershire.gov.uk)

