

# Supported Internships:

Helping Students Take the First Steps Towards Employment



# About Enable

- Provides help and support for people with disabilities to enter paid employment
- Support for people who are already in employment and need support to maintain their job or progress in their role
- Support continues beyond the first stages of employment for as long as is required

# Enable

## Supported Employment

- Individually focused
- Help to consider career options
- Support with CVs, job applications and interview preparation
- Help to find a Job
- Support at interview/work trials/working Interviews
- Travel training
- One to one job coaching
- Continuous monitoring and support

# Supported Internships with Enable

What is a Supported Internship?

- A type of study programme aimed at young people aged 16 - 24 who have an EHC Plan, who want to move into employment and need extra support to do so
- Can be accessed at any age between 16 - 24
- When should a supported internship/employment options be discussed?

# Learner journey to a Supported Internship

- Options discussed every year at EHCP review starting at Year 9 transition - employment listed as an aim if applicable and targets agreed
- If a Supported internship is an agreed option, information given to young person and their parents/carers
- School involved and skills for working life included in curriculum, visits to employers, work experience, presentations from employers
- CV Interview Preparation/mock interview
- Independent travel training discussed

# Learner Journey on a Supported Internship (2)

- Year 10 and 11 EHCP reviews, FE options explored
- Year 12 and 13 at Futures or Mainstream college
- Year 14 Supported internship (19 yrs)
- Year 15 Traineeship (20 yrs)
- Year 16 an inclusive/LDD apprenticeship (21 yrs)
- Year 17 employment (22 years)

## OPTION 2

- Year 12 at Futures/Mainstream college
- Year 13 Supported internship(18 yrs)
- Year 14 Traineeship(19 yrs)
- Year 15 inclusive/LDD apprenticeship (20 yrs)
- Year 16 Employment (21 yrs)

# Alternative routes to employment

- Depending on the young person's disability, the route to employment may be longer
- A supported internship may lead to unsupported voluntary work initially - this is a good outcome and the first step towards employment and preparing for adulthood
- A supported internship could be delivered in partnership with other agencies to include independent living (HOLD), social activities and pursuing hobbies to provide an alternative offer to residential college

# Other pathways

- A supported internship can lead:
- directly to an apprenticeship (depending on the Young Person's progress)
- Directly to a paid job of under 16 hours (supported permitted work) - ESA can still be claimed with this work
- Support can be given by Enable to remain in employment



# Why such an emphasis on paid employment for people with a Learning Disability?



Valuing Employment Now: Real jobs for people with learning disabilities

# Lewis - Moreton Park Garden Centre



- Referred to us via the Personal Budget route
- Following a voluntary placement now in a paid job
- Enable continuing to support Lewis' paid job

# Jonathan - Montgomery's Tower



- Referred to Enable after leaving Shrewsbury College
- Completed CV & preparation for work training
- Enable supported Jonathan to gain a paid job
- Seven years on he continues to enjoy his job

# Chloe - Toni and Guy



- Started Internship this year
- Already growing in confidence
- Has since applied for paid work at Burger King

# Jamie Thomas - Shropshire Council



- Supported Internship at Shropshire Council IT Department
- Started this year and already enjoying every minute
- Fantastic feedback from the team
- “Jaimie’s confidence has doubled since starting the internship. And I’m so grateful Jaimie has been given this opportunity.”

# Why is employment important?

Creates independence

Financial independence

Increased self-confidence

Enhanced self-worth

Make friends

Integration into society

Contribute to society

Improved mental and physical health

Develop new skills

*“Following his work trial  
Josh came home and was  
not just smiling with his  
mouth, but his eyes were  
smiling - he was so happy  
to be part of a team” -  
Josh’s father*

*“Work has given  
me the chance to  
shine” - Sarah,  
Tesco*

*“This type of work has  
enabled me to meet  
new people and I now  
have a whole new  
group of friends” -  
Karen, Charnwood Pub*

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