

Supported Internships

Employer engagement v Employer relationships
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PROMOTING INDIVIDUAL ACHIEVEMENT



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Kahoot introduction

- College of Further Education but specialises in learners with additional needs
- Has 271 learners on roll; over 30 different disabilities and learning difficulties, with almost half having ASD
- Ability range from Profound and Multiple Learning Difficulty to Level 3
- Have operated supported internships for learners with EHCPs three years
- Currently have 18 learners undertaking a supported internship with six different employers
- Aiming to increase that number to 40 in 2017/18



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Why do supported internships?

- Cost effective = attractive to commissioners
- Challenging the 7%!
- Learners make more progress and some find work (in 2015/16, 60% of our interns found paid employment)

Kahoot – therefore, should every young person with an EHCP do a supported internship?



How is it funded?

- The College draws down the funding from the Education Funding Agency for cost of delivery plus a small top up from the Local Authority
- The costs of the job coaches can be claimed from Access to Work (DWP), as well as other costs such as transport
- This makes it a cost effective programme; cheaper than a place at College for us

Kahoot question – who can draw down Access to Work funding?



Access to work funding

| 01-Sep | 02-Sep | 03-Sep | 04-Sep | 05-Sep | 06-Sep | 07-Sep | 08-Sep | 09-Sep | 10-Sep | 11-Sep | 12-Sep | 13-Sep | 14-Sep | 15-Sep | 16-Sep | 17-Sep | 18-Sep | 19-Sep | 20-Sep |
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Employer engagement

Kahoot question.....

What is the secret to successful employer engagement?



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Employer engagement

- Word of mouth and business to business contact works better than cold calling
- Most of our employers have a personal reason for getting involved
- Talking business jargon not education jargon works – take care about this
- Stress the business benefits not just the CSR



Employer relationship

- Takes time to build relationship and gain the confidence of employers
- Get high level buy in and the HR team
- Have a clear go live plan
- Offer disability awareness training to supervisors and buddies (Key questions)
- Some examples.....BAM, Motorola, Severn Trent



Current operating model

- Five day v four day – which works best? – based on employer feedback
- Matching right student with right employer – how do we do this?
- Job coaching – training and role
- Large employers; ratio of one job coach to 3 or 4 interns
- How are our partners trying to create sustainability and avoid saturation?

Kahoot – Do supported Internships work better in large employers?

Solihull partnership

- Hereward is also working in partnership with other schools and colleges in Solihull to create more supported internship opportunities
- The development work is being funded by the Local Authority with the aim of creating 50 new supported internship places in the next two years
- Schools/colleges working together can avoid duplication and mean we have a greater influence as well as building on existing partnerships



Challenges for us for the future?

- Finding more employers – including SMEs;
- What comes after the logo? Disability confidence from employers
- Funding time spent working with employers
- Raising expectations of parents and young people



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Any questions

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