Supported Internships

Employer engagement v Employer relationships
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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
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
Employer engagement

Kahoot question........

What is the secret to successful employer engagement?
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
Any questions

- If you need any assistance or want to know more, please contact us

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