

What is a Supported Internship and why do we need them?

Supported Internships are study programmes which give young people the skills needed for work through workplace learning

Why have a Supported Internship?

- **Make sure your workforce is diverse**
- **Access to talents within your local community**
- **Make sure your business has a positive influence on those around you**
- **Gain access to the spending power of disabled households**

Statistics

In April-June 2020, 6.5% of disabled people were unemployed, compared to 3.5% for people who are not disabled

Reference: Disabled people in employment, Andrew Powell, 2020

Who is involved?

- A jobseeker aged between 16 and 24 who wants to work
- Disability Confident employer
- Post 16 Educational Provider
- Job Coach

Suitability

- Young person has a current Education Health and Care Plan
- They want to work and can travel to a work placement
- They can work with others and follow instructions

Additional support if needed

- Access to Work (Job Coach and reasonable adjustments)
- Support through educational provider

Financial benefits to employers

- No costs to the employer which includes a Job Coach
- Happier employees with less sickness
- Jobs can be split into tasks

Examples

- Essex County Council have their own programme
- Supported Internships can be personalised to suit business needs

Results

- Hiring to entry-level jobs
- Less recruitment costs and staff training
- Existing staff can support young people and learn new skills themselves

