



**Social
Value**

Festival

#EssexSocialValue

**Day 1: Introduction to Social Value
and ECC Social Value Priorities**

Monday 19 July • 1 – 3pm



Essex County Council



Social Value Festival

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Breakout session 3 - Social Value: Creating Jobs and Skills



Essex County Council



Rob Brunger

Head of Inclusion and Engagement
Mid and South Essex NHS Foundation Trust

Anchor Programme- Supported Internship Programme

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Head of Inclusion and Engagement

What is the Internship Concept?

- The programme is a nine-month long education-to-work internship for students with a Learning Disability and/or Autism that will take place at our hospitals.
- Total workplace immersion facilitates a seamless combination of classroom instruction, career exploration, and on-the-job training and support. The goal for each student is competitive employment somewhere in the community using the skills they have acquired with our Trust.
- The internship provides real-life work experience combined with training in employability and independent-living skills to help youngsters with disabilities make successful transitions from school to productive adult life. Structured study programme based primarily at an employer which includes the chance to study for relevant qualifications, including English and Maths.
- It is available for young people aged 18-24 with additional needs/disabilities and an Education, Health and Care plan.



Eligibility

The following guidelines for eligibility will be used for student candidates:

- Appropriate social skills
- 18 – 25 years old (last year of education)
- Eligible for transition and in-work support services through an Education and Health Care Plan (EHCP)
- Appropriate hygiene, social, and communication skills for the business
- Ability to take direction and change behaviour
- Willingness to learn to access public transport
- Up-to-date DBS and Occupational Health checks as required by host employer
- Most importantly: **Desire to Work!**



What is our Plan?

- To have 12 students from South Essex College start with the Trust on an Internship Programme from 1 September 2021.
- This supports local community and anchor projects.
- Students to apply successfully for a permanent role with the Trust after their internship or be provided with skills to successfully apply for a role within the community
- Funding and support provided by Essex County Council



Rotations

- Students build communication and problem-solving skills, as well as job-specific skills, through worksite rotations. Potential student worksites are identified through a continuous collaborative process.
- Students will spend the first month of the internship completing hospital induction protocol including Covid-19 practice, as well as learning about the culture and facilities. Worksite rotations begin in the second month of the internship, usually totalling three rotations per student by the end of the academic year. The intern and program partners work together to choose internships based on that student's previous work experience, interests, and skills assessment. For each worksite rotation interns will prepare a CV, interview with the Department Manager, and arrange scheduling.
- Time spent in each rotation is flexible. Interns typically spend ten weeks in each department role learning and adding skills according to the complexity of the role and benefits to the intern. Job coaches, the instructor and department staff work together to provide support for each intern to systematically learn the initially identified role. One-to-one support is phased out as each intern gains enough independence on specific tasks to meet the standard operating procedure requirements agreed with the department manager. Interns will participate in three different rotations over the academic year adding skills in each to achieve successful employment in advertised posts of their choice..
- Employment Support – Job coaches will be on site to conduct job analyses and provide ongoing systematic instruction and support to employees with disabilities.



A partnership between us and the college

- Work together to identify high turnover or other targeted posts
- Perform job analyses and submit reports to department managers
- Assist with identifying job descriptions and position announcements
- Assist South Essex College with recruitment of qualified candidates
- Assist South Essex College to facilitate candidate screening process
- Assist with the recruitment process as needed
- Coordinate and provide job coach for on the job support as needed
- Provide long-term training and support to maintain employment success
- Facilitate communication with families and funding source



Communication and everyone on-side!

- A summary document provided by the College outlining the expectation from their perspective. This will be shared with Exec Team.
- Confirmation provided by the college as to what roles they are seeking and quantities.
- MSEHFT to contact internal teams to explore roles and opportunities.
- Communications to be circulated internally to entice participation of hosting an intern.
- Presentation given to managers by the college.
- 1-2-1's arranged with interested parties.



Areas of expected involvement...

Patients	Admin	Portering
<ul style="list-style-type: none"> • Theatres • Wards • Patient Dining 	<ul style="list-style-type: none"> • Finance Assistant • Library and Education • Medical Records • Reception • Audiology and Pharmacy 	<ul style="list-style-type: none"> • Post room • General • Lift Control
Maintenance	Hospitality	Housekeeping
<ul style="list-style-type: none"> • Medical Equipment • Materials Management • Audiology 	<ul style="list-style-type: none"> • Patient Dining • Kitchen Assistant • Event Support 	<ul style="list-style-type: none"> • Wards • Linen Porter • Domestics

How will it work for us?

- The interns will have their 'base' located in the hospital where they will do their academic learning with a tutor.
- Giving interns the chance to work in real departments of the hospital to gain knowledge, skills and experience for future employment.
- The interns will work in and up to 3 different departments of the hospital on a rotation. This can be flexible.
- All departments to offer at least 1 mentor for the intern.
- The goal for the Interns is for them to achieve sustainable paid employment in the hospital or support to move into another employment/career pathway.
- All interns & departments will have the support of a Job Coach.



Job Coach

- A Job Coach is an individual who is employed to support young people with disabilities learn, accommodate, and perform their work duties to a high standard.
- In addition to working on skills related to performing specific job tasks, a Job Coach also helps with interpersonal skills necessary in the workplace.
- Implement support plans which will enable the interns to become competent in work and related skills, using place, train and fade model.
- A Job Coach will use Systematic Instruction as a form of learning new tasks.
- Acquire or complete risk assessments where appropriate.
- Co-ordinates all the learners with the dates, days and times the Interns will be working with yourselves.
- To facilitate other workers to become confident in working with and supporting interns to carry out their work duties to a high standard.



Benefits

- **Free Job matching service:** An intern who will have learnt the role and be fully trained and ready for when a paid vacancy arises. Therefore, reduces recruitment costs for your department.
- **New ways to organise and distribute workload:** Taking on an Intern may support a department to break down job roles into component tasks maximising staff skills and abilities.
- **Elevated Morale:** Improve morale and team working, while giving existing staff the chance to lead and improve their personal performance.



Other programmes and past recommendations...

- **12** learners transitioned from school/college to the supported internship programme at Moorfields Eye Hospital in September 2018.
- **11** young people graduated in July 2019
- Of those 11 **100% secured paid employment**
- Some of the job roles graduates continue to sustain today:
 - Sterile Services Technician (Royal Free Hospital)
 - A&E Co-Ordinator (Moorfields Eye Hospital)
 - Porter (Moorfields Eye Hospital)



Jobs

1 organisation

Thank you...

The logo consists of three overlapping circles in shades of green, purple, and pink.

Social Value Festival



Thank you for joining us!

Follow #EssexSocialValue



For more information:

Visit the Social Value Catalogue at <https://www.livingwellessex.org/social-value/>

Contact the team at Social.Value@essex.gov.uk

