

# Supported Internships

ThinkForward and Warwickshire County Council

Supporting young people  
to develop the skills valued  
by employers.

Enabling young people to  
demonstrate their value in  
the workplace.

Developing confidence in  
young people's abilities to  
be successful at work.



**Most young people with SEN are capable of sustained, paid employment (for more than six months) with the right preparation and support.**

## **What is a supported internship?**

- A work-based programme of study
- For young people aged 16-24 with an EHCP
- For young people who want to work and need high levels of individualised support to transition into employment
- For young people who are committed to becoming independent travellers



## **What happens on a supported internship?**

- Supported internships are tailored to the host business
- Typically they last an academic year and interns rotate around three departments within the business
- The intern fulfils an identified job role
- The intern remains on roll at their school/college and will retain their EHCP for the duration of the supported internship



## **What's the goal of a supported internship?**

- The end goal is sustained, paid employment

## **What support does an intern have?**

- The intern is supported by a specially trained job coach
- The job coach breaks down the tasks involved so the intern can learn the job
- As the intern grows more confident in their job role, the job coach focuses their support on finding the intern employment opportunities and helping them to develop the skills they need to apply for jobs, e.g. CV writing sessions and interview practice



## **How is employment achieved?**

- Throughout the supported internship, the job coach and education provider support the young person to identify job roles to apply for, and help them to access the recruitment process
- To support this transition from the supported internship into employment, referrals to external support services should be made for example, supported employment agencies



## **Where can I find out more?**

- Your school/college careers advisor
- Your EHCP plan co-ordinator
- Natasha Payne and Sarah Eason -  
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