

## Wiltshire Supported Internships (WSI)

### What to expect . . .

The Supported Internship year will be your last year at college and aims to help transition from education to employment.



Supported Internships are designed for young people who really want to move into employment.

- Government advice for supported internships outline 'The need to recruit the right young people who are as ready as they can be for paid employment'

Supported Internships are flexible study programmes that aim to prepare people for the world of work and job searching;

- There will be two days at college
- You could be asked to travel to different colleges for training
- The rest of the week will vary and will not necessarily be the same each week
- Your job coach will try and find you a working interview and you will be expected to try new things

Supported Internships encourage young people to become independent. There is a real expectation for;

- Independent travel
- Appropriate behaviours for work
- English and Maths and participation in relevant training
- Dedication to working
- Working in real employment conditions during 'working interviews'. These can be anywhere between 6-12 weeks long and aim to show employers you can do the job by the end of the time

'Supported Internships aim to equip young people with the skills they need for work so they can achieve sustainable paid employment.'

The programme includes on-the-job training, backed by expert job coaches and college-based learning, including access to relevant qualifications where appropriate.'

**Department for Education**

#### What do we expect from you?

- A willingness to get a job
- To turn up to college and work on time
- Try to be flexible in your approach to working and understand that not all jobs are immediately achievable
- To treat the internship year seriously, this is a proven route to employment

#### What can you expect from us?

- To be treated like an adult
- A focus on work ethics, ensuring there is an understanding that interns must not let employers down
- We will give you honest feedback that can be learned and developed from
- Support and encouragement

If you have not been offered a job by the end of your internship year? You will have the option to continue with your job coach . . .

## What are the overall aims of a Supported Internship?

The Wiltshire model for Supported Internships focusses on paid employment as the desired outcome. The ideal outcome will be the offer of paid employment from an employer, possibly the employer who hosted the interns work placement.

We see 10 clear aims for Wiltshire Supported Internships

1. Job outcome; 16+ hours where possible
2. To be more employable by the end of the year than you were at the beginning
3. Supporting interns to develop skills valued by an employer
4. Enabling interns to demonstrate their value in the workplace
5. Developing confidence in abilities to perform successfully at work
6. Building experience for a CV, demonstrating the young person has the skills and willingness to work
7. Changing the perception of employers about employing young people with SEN
8. Changing the perception of others that young people with SEN can work if they are committed
9. Improving skills in English and maths that enable the young person to be better prepared for work  
Including; handling money, interacting with the public and practicing interview skills
10. Becoming independent travellers

## Frequently asked questions?

### Why is it a 'working interview' and not a 'work placement'?

The Wiltshire model for supported internships really focusses on paid employment as the outcome. We made the decision to change the terminology in an effort to change the overall expectation from interns and employers alike. We use the term 'working interview' as we want a paid job as a result.

### When will I meet my job coach?

We will allocate a job coach to you. You will meet them around July/August if you need travel training. This will give you the chance to build a good relationship with them. Your job coach will talk to you about your skills and ideas for jobs.

### How much support will I get in the workplace?

It is likely you will get quite a lot of support when you start in the workplace. Support is then likely to reduce as you become more confident and skilled in your role. Employers are keen to see job coach support reduced over time in order to encourage the development of independence at work. The support offered to each intern is personalised, the nature and level of support will not be the same for each person.

### What if I am offered a job before the end of the internship year?

Congratulations! You can start to be paid at any time during the internship year and continue further education and learning outside of working hours to further enhance your employability skills.

### What if I don't have a job by the end of the year?

It is not always possible for an intern to be recruited at the end of their working interview. This may be because they were not successful in achieving the standards necessary or because the employer was not in a position to recruit at the point when the internship had finished. You have the option to continue working with your job coach once the college year finishes in June.

#### ➤ Positive action we will ask from employers:

- Use contact and networks to recommend an intern to other businesses with vacancies
- Provide references
- Offer mock interviews
- Provide feedback on an interview where the intern was unsuccessful
- Keep intern details on file for future vacancies

Wiltshire Supported Internships are a partnership between Wiltshire College and Wiltshire Council's supported employment team, WEST (Wiltshire Employment Support Team)

You can apply directly to the college via this link:

<https://www.wiltshire.ac.uk/study/supported-internships>



**Wiltshire Council**