
To: Education and Children's Services Scrutiny Board (2)

Date: 19th July 2018

Subject: Supported Internships: University Hospital Coventry and Warwickshire

1 Purpose of the Note

- 1.1 To inform the Education and Children's Services Scrutiny Board (2) of the requirement to develop supported internships for young people with learning difficulties and/or a disability (SEND), as part of an employment pathway; to provide a summary of progress to-date at University Hospital Coventry and Warwickshire (UHCW) and set out an aspiration for expansion of the scheme.

2 Recommendations

- 2.1 It is recommended that the Education and Children's Services Scrutiny Board (2)
- 1) Consider the information presented and note the progress made to date and the direction of travel
 - 2) Identify any recommendations to the appropriate Cabinet Member

3 Information/Background

- 3.1 The Children and Families Act 2014, placed a requirement on LAs to secure positive outcomes for young people with SEN and/or disabilities with a specific focus on preparation for adulthood. This includes preparation for employment. It is a fact that the vast majority of young people with SEN are capable of achieving sustainable paid employment with the right preparation and support. In Coventry young people described this as an entitlement to an ordinary life which is encapsulated under the SEND strategy of "Raising the Cloud of Limitation"

In 2012/13, a DfE trial of supported internships concluded that 36% of participants achieved paid employment. This compared to a national average employment rate of just 7% for people with moderate to severe learning difficulties.

3.2 Who are Supported Internships for?

Supported internships are for young people with complex learning difficulties aged 16 to 24 with an Education, Health and Care Plan, who want to move into employment and need extra support to do so.

3.3 Who can offer a Supported Internship?

Since September 2013, any institution that receives a funding allocation directly from the Education Funding Agency (EFA) has been able to deliver supported internships. This includes Further Education colleges, schools and independent specialist providers.

3.4 What is a Supported Internship?

Supported internships are structured study programmes based primarily with an employer. They are designed to enable young people with learning difficulties and/or disabilities **to achieve sustainable, paid employment** by equipping them with the skills they need through work based learning. Internships normally last for a year and include unpaid work

placements of at least six months. They should support the young person to move into paid employment at the end of the programme.

An internship should be relevant, contribute to the young person's long-term career goals and match their working capabilities. For the employer, the internship must meet a real business need and if required standards are satisfied, offer the potential of a paid job at the end of the programme of study. Job coaches are critical to the success of supported internships. They provide in work support to enable the young intern to familiarise with their role. The job coach simultaneously provides support to employers, with a focus on increasing their confidence and evidencing the strong business case for employing a diverse workforce.

3.5 Supported internships expectations:

- The majority of the young person's time is spent at the employer's premises;
- Young people are expected to comply with real job conditions, such as timekeeping and dress code;
- Training in systematic instruction should be used as appropriate, this is a method specifically designed to help people with complex learning difficulties learn new tasks;
- Stretch learning goals should be set to include English and Maths;
- Both the young person and the employer should have access to support through a tutor and an expert job coach; and
- The support should continue after the course of study is complete, to ensure that young people get paid jobs and sustainable careers.

3.6 How is it funded?

Supported internships are funded from a combination of Education Funding Agency core funding (Elements 1 and 2) and top up funding for the required amount from the relevant local authority high needs budget (Element 3). The Department for Work and Pension's Access to Work fund can pay for any reasonable adjustments needed for the in-work element of an internship, this includes the job coach and the extra fares to work if the young person is unable to use public transport.

3.7 Progress and Next Steps in Coventry:

A strong partnership approach between the young person and their family, the school/college, the employer and the job coach/supported employment service is needed to successfully deliver supported internships. To succeed, the partnership requires commitment at a senior level, to drive aspiration and champion the rights of young people with SEND. Champions must promote the very positive economic contribution this group of young people can make to society and the world of work, if given the opportunity.

3.8 University Hospital Coventry and Warwickshire (UHCW):

Coventry's Employment & Wellbeing Service (previously TESS) took the first steps in Coventry to develop a supported internship programme, by approaching UHCW. The presentation to the UHCW Equality and Diversity Strategy 'Dragons Den' event, led to a strategic commitment that supported internships would be an objective included in the UHCW three year Equality and Diversity Strategy. Consequently the 'Changing Futures Together' programme was developed.

The programme is currently delivered in partnership with Hereward College. However, any post 16 provider can take on this role. Riverbank and Sherbourne Fields Special Schools are actively developing a range of opportunities with employers to add range and choice to the City's employer and employment options.

Whilst UHCW are now approaching the end of the 3rd year of the programme, the hospital remain committed to continuing supported internships and exploring partnerships with other FE providers. This is a testament to their success.

The UHCW supported internship programme is employer led. The Employment and Wellbeing Service has based an Employment Advisor at the hospital for two days a week, to provide coordination of the programme. The funding for this provision is currently drawn down from access to work funds via Hereward College.

An evaluation of the outcomes for 2017/18 to-date, based on eight interns completing the programme evidences that:

- Five young people have secured confirmed job offers
- Two young people are being actively supported in securing employment
- One young person has determined that they want to access the Princes' Trust Programme

- 3.9 There are currently a limited number of supported internships available within the City. Coventry's post 16 providers are committed to rolling out an extended range of opportunities for young people with an Education, Health and Care Plan to secure employment as part of the FE offer. Currently most programmes begin at the age of 19. Special school FE providers have confirmed their commitment to developing a pathway to employment post 16 curriculum. Whilst the Citywide strategy to secure supported internships is at an early stage of development, the need to secure a strong partnership infrastructure is now a priority. The Council in partnership with schools now have to achieve the critical step of secure the full engagement of a wider range of employers across the City, to secure an appropriate job match for the range of skills and career aspirations of young people with SEND.

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