

Case Study: Supported Internship - Chloe's story

The importance of job carving

Supported Internships are a key programme to improve preparation for employment for young people (16-25) with special educational needs and disabilities (SEND).

This programme brings together education providers and employers to support young people who would otherwise face barriers to employment in accessing local opportunities. Supported internships are an

to learn 'on the job'.

Heart of Worcestershire College was amongst the first in the county to introduce the supported internship model and to date have supported over 150 interns, working with large and small employers. It is a primary goal to support the interns into paid employment, but we also consider voluntary work as meaningful activity. Overall, this programme delivers good outcomes, where national statistics show that only 4.8% of

paid work, to date the College has achieved an average rat

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e successful long-term

employment is **Chloe** who needed extra support to enable her role to be adapted to suit her strengths. In Chloe's case, a role on the checkouts wasn't the right fit for her due to the demands this would place

can successfully undertake most tasks in their job role but there may be an element of their duties which they are not able or comfortable to complete. Chloe was successful and gained employment from her placement on the programme and has gone on to gain further employment where she is able to contribute in an important role

Chloe is now happily employed, enjoying all the benefits that being employed brings which those of us who do not face additional barriers, can take for granted. Chloe is contributing equally in society with everyone else, and above all is happy, fulfilled and doing a great job for her employer where amongst other duties she is now working on the checkouts.

This case study first appeared in Worcestershire Inclusive Employment magazine and was written by: Claire Heywood, Deputy Principal at Heart of Worcestershire College.