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Putting disabled  
people at the heart  
of your workforce  
can help to grow  
your business.

FIND MORE INFORMATION ABOUT SUPPORTED INTERNSHIPS HERE:



[www.base-uk.org/business-case-diversity-management](http://www.base-uk.org/business-case-diversity-management)



[www.mencap.org.uk/learning-disability-explained/resources-employers](http://www.mencap.org.uk/learning-disability-explained/resources-employers)



[www.preparingforadulthood.org.uk/downloads/supported-internships/dfe-information-for-employers](http://www.preparingforadulthood.org.uk/downloads/supported-internships/dfe-information-for-employers)

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EDUCATION & TRAINING  
FOUNDATION



SUPPORTED INTERNSHIPS  
GREAT FOR YOUR BUSINESS

Supported internships enable you to access trained, enthusiastic employees at no cost to yourself. Break down barriers to employing people with disabilities, with full support, whilst developing a diverse and positive workforce.

### WHAT IS A SUPPORTED INTERNSHIP?

- A partnership between an employer and a learning provider, supporting people aged 16-25 with a disability into paid employment.
- A hands-on training programme of around 12 months based mainly in the workplace.
- A training programme where both the employer and intern are fully supported by the learning provider to ensure a positive experience for all.

\*Beyer and Beyer (2017). Reputation and customer reaction benefits, p.24

\*<https://researchbriefings.parliament.uk/ResearchBriefing/Summary/CBP-7540> June 2018



I feel part of something now. I used to be the person who was left out at the back. It has given me a future. I have always wanted this, it has fulfilled my dream. My mum and stepdad work and it was important to me that I worked too.

I came to college as a nobody, a lost person – now I have found myself.

KATIE EVANS, SOCIAL CARE WORKER,  
THE AVENUE CARE HOME (RIGHT OF PHOTO)

### THE BENEFIT TO YOU THE EMPLOYER:

- Recruit trained, motivated staff from an untapped pool of potentially excellent employees.
- Customers come from all walks of life, it's important your employees do too.
- Enhance your reputation both internally and externally. 92% of consumers interviewed in a recent large study\* felt more favourable towards companies that hired people with disabilities
- Provide employees with mentoring opportunities.
- Boost staff morale and retention rate.
- Attract positive media coverage.
- Demonstrate compliance with the 2010 Equality Act and gain recognition as a Disability Confident employer.



### WHAT DO WE NEED FROM YOU, THE EMPLOYER?

A range of roles and opportunities that we can match to the best young person for the job.

You will need to give your time and energy into providing an internship for a young person to grow and develop under your supervision.

### WHAT JOB ROLES ARE WE LOOKING FOR?

We are looking for a variety of roles to suit different levels and abilities, in the following industries:

- Animal Care (i.e. Dog Kennels)
- Gardening
- Catering / Hospitality
- Domestic Services.

### WHAT SUPPORT WILL WE PROVIDE?

Our job coach will be on hand to make this experience as positive as possible for you, your staff and the young person.

We will provide you with all the necessary details you will need to support the young person, as well as mentoring them throughout the internship.

### EMPLOYING AN INTERN

We hope that you won't want to let the intern go at the end of their placement but there is no commitment to offering ongoing employment.

If there's anything else you'd like to know about supported internships please get in contact with us. Our details are overleaf.



The Supported Internship has been a fantastic success. It provided our team with a student eager to learn and succeed. The support provided by the employment mentor was invaluable to us as a business. In the final months of the programme it became evident that James had gained the skills to join our team formally. I look forward to bringing further learners through this programme.

PETER HENDRY, GENERAL  
MANAGER, JURY'S INN

I am now in paid employment. Because of the Internship I was able to get my apprenticeship.

JAMES, FOOD & BEVERAGE  
APPRENTICE, JURY'S INN

