

## Supported Internship position statement April 2024

The supported internship is a partnership between *Bucks Adult Learning* and *Stony Dean School*. It is a four day a week programme where learners with Learning Disabilities are able to work, grow and develop work related skills with the ultimate aim of securing meaningful employment. The program has been designed to develop safe, independent interns ready for the world of work. This programme is led by job coaches and tutors to ensure that they experience purposeful work as well as achieve developmental qualifications. Interns placements are over 12 business that include Holiday Inn, Stoke Mandeville Hospital and Buckinghamshire Council to name a few. Learners have the opportunity to experience rotating through a variety of jobs until they find the right job, while developing employment related skills. These skills are designed to transferable to followed the interns personalised journey. Learners are also working towards Stepping Stones, English and maths as well as employability qualification after completing base line testing (BKSB)

The interns are developing key work readiness skills of independence, communication skills, problems solving as well as working in teams. The ultimate aim of the program is long term and sustained employment for these learners.

The internship partnership is in line with the Buckinghamshire Adult Learning Strategic Plan and Buckinghamshire County Council strategic priorities to safeguard our Vulnerable, Create Opportunities and Build Self-reliance and Keep Buckinghamshire Thriving and Attractive. This partnership provides the basis for us to plan bespoke courses and deliver support for the complex needs of all learners, ensuring that none of our learners are disadvantaged as a result of individual complex needs.

### Key strengths

- ✓ The program bridges the gap between *Education and Employment* to develop safe and successful interns
- ✓ National Average for learning with a disability securing employment is **5.2%**. The Internship over the last 5 years has secure **79%** of young adults with paid sustainable employment

Year	Start Sept	Completion June	Achieved Employment	In Employment after 1 yr	% 16+ Hrs Employment
2018/19	4	3	3	3	75%
2019/20	10	10	8	8	80%
2020/21	10	9	8	8	89%
2021/22	11	10	7	7	70%
2022/23	13	11	8	8 (Dec 2023)	73%

- ✓ Full time Job coaches oversee the workplace development of skills and ensure that the learners develop the necessary work related skills to thrive in their placement.
- ✓ Leaders and managers have an ambitious strategic vision for a highly creative and extremely broad provision. The programme is well resourced and developed to support all the learners' needs. This helps prepare learners extremely well for everyday life activities; travel training, transition to employment, a range of qualifications, which effectively supports learners to lead more fulfilling lives.
- ✓ Outstanding collaboration with a range of organisations at senior management level and on the 'shop floor'. This ensures learners receive real life working conditions. This means from the very beginning they are familiar with expectations of the world of work and are given the right support and chances to be successful.
- ✓ There is extensive training in place for staff working on the internship programmes, including the Award in Education and Training course for support staff
- ✓ *"My son received his contract today from Cloudy IT and it really hit home how far he has come. Its quite phenomenal in terms of where he was a few short years ago. His confidence is growing so much and its all down to the guidance and support that he's had. He'd never have managed without this. I hope the internship continues to offer these young people hope and a real chance of succeeding."* Mrs S

## Curriculum

The interns study a comprehensive programme of qualifications that support the internship learning. This curriculum encourage confidence, independence and high aspirations to make a positive contribution to Buckinghamshire.

- ✓ EL3-L2 Stepping Stones, Functional Skills, Gateway Employability, Bite size training & digital skills
- ✓ Clear tracking process for academic, personal and employability skills to track and monitor performance across all areas
- ✓ Personal skills development based around a range of topics like, self-management, e-safety and Mental health that aids independence and confidence. Interns given training to be successful and safe in society

## Areas for further development in 2023-24

- ✓ See the SI QIP for all the strategic direction for the academic year

## Summary

Buckinghamshire Supported Internship is designed around the four DFE Principles

**Principles One**, Interns spend the majority of time at the employer's premises

**Principle Two**, Interns follow a personalised study curriculum including English, Maths and a bespoke package to aid progression to employment

**Principle Three**, Job Coaches are central to the program and provide support to Employer and Employee and are trained aligned with national guidance

**Principle Four**, the Primary goal of the programme is for the young person is paid employment that fits their vocational profile and aspirations