

# CHILD FIRST EFFECTIVE PARTNERSHIP PRACTICE

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# WEBINAR

**4<sup>TH</sup> Dec 2024** WEDNESDAY @ 12:30pm

Securing better ETE Outcomes for  
children in **Youth Justice Pathways**  
Supported Internship opportunities





## Doubling supported internship provision in England by 2025.

Funded by  
  
Department  
for Education

Delivered by  
  
National Development Team for Inclusion

 DFN  
Project | SEARCH

 **base**  
british association for  
supported employment

# SEND and YJS

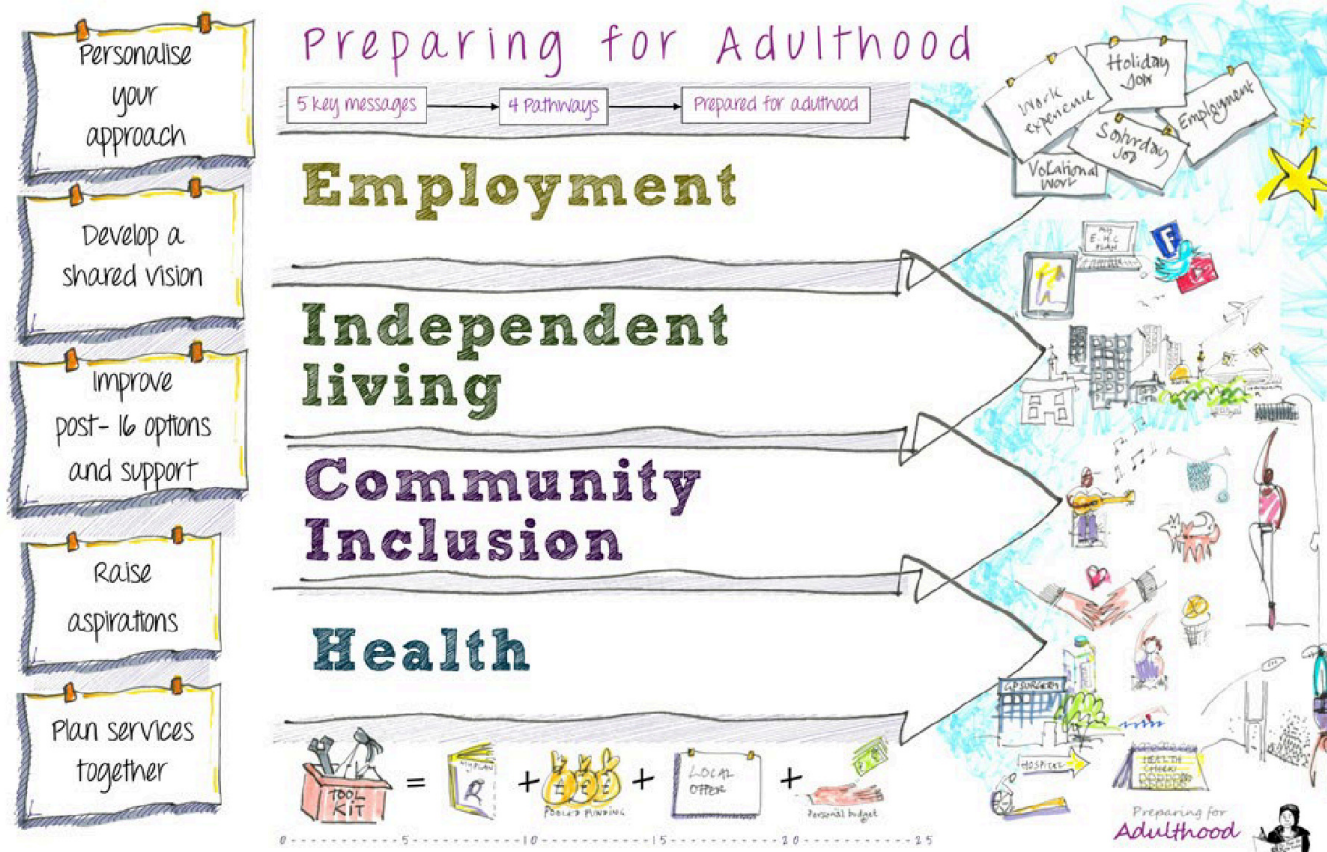
“Recent government data demonstrate that 80% of children in the YJS are identified as having SEND. Most of these children will not have been identified as having SEND until they enter the justice system.”

*An evidence-based plan for addressing childhood vulnerability, crime and justice, Child of the North, 2024.*

# What we will cover

- What a supported internship is
- The Internships Work Programme (EHCP)
- Pilot Programme (NON EHCP)
- Discussion

# Preparing for Adulthood – pathways for a good adult life



# The evidence base for successful employment



- Disabled adults who are working to provide inspiration and role models
- Intentional planning from year 9
- Good welfare rights advice available
- Careers advice (Gatsby standards)
- EHC plan to include aspirations about employment
- Develop a vocational profile



# PATHWAY IN TO PAID WORK

## Nursery onwards



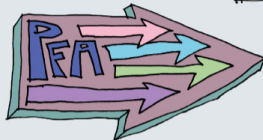
Person-centred planning to ensure plan is based on what matters to me.

Aspirations for now and in the future.



Begin to plan vocational profiling (year 10) and work experience (year 11)

Information about employment pathways.



### Advocacy



Complete vocational profile and plan work experience.

Great careers education, Information, advice and guidance



## Year 11

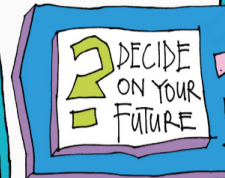


Work experience based on vocational profile

Plan post 16 pathway and which provider can deliver this.

Amend plan to include employment pathway and support.

## Post 16



Supported Internship  
Apprenticeship  
Supported Employment

### WHERE ?

General FE college  
Special college  
Training provider



## Post 19

Access to Work for job coach support.



### Reasonable Adjustments



Person-centred planning  
Careers education, information, advice and guidance  
Partnerships  
High quality curriculum  
Employer engagement  
Communication and information  
Training and support for all

Have social care and health staff an awareness about the importance of raising aspirations and support this through their work?

Personal budgets for job coaching.

Read/accessible information in the local offer about support for employment?

Supported employment agencies or local supported internships attending annual reviews.

# What is a Supported Internship ?

**A study programme for 16–25-year-olds with an EHCP**

**A partnership between an education provider (usually a college), an employer & a job coach**



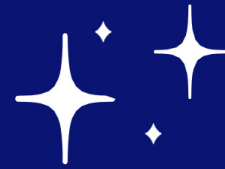
**Lasts between six months & a year**

**Around 70% of the time spent is in the workplace**

**Should lead to paid work**



# Evidence for Success



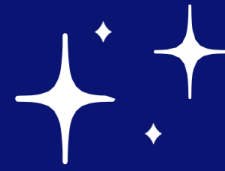
**Disabled adults who are working to provide inspiration & be role models**

**Intentional planning from year nine**

**Work experience**

**Good welfare rights advice available**

# Evidence for Success



**EHCP to include aspirations about employment**

**Develop a vocational profile**

**Personalised curriculum**

**Careers advice (Gatsby standards)**



# What is Internships WORK



 **3 years Programme**



**Funded by**

   
Department for Education

 **Aims**

**X2** **Current number of supported internships in England to 4500 by March 2025**

**External evaluation by CooperGibson**

# Employment pathways for YP with SEND & the Internships Work programme

- **Government commitment** to supporting more young people with SEND into employment - £18 million (£10.8 million in grant funding)
- **3-year funding** programme to double the number by March 24 (4,500)
- **Pilot programme** to “test” out principles of supported internships for young people without Education, Health and Care plans (£2.3m in grant funding)

# What is Internships WORK



## Three strands led by each consortium partner:

Support to Local Authorities

Programme Management & Communications



Engaging & supporting employers

to offer high quality work placements



Improve the quality of Supported Internship provision

by establishing a sustainable process.  
[Job Coach Training]



# Support to Local Authorities (LAs)



**Support the collection of baseline activity**

**Enable an action plan with clear outcomes & accountability**

**Support Local Authorities to establish & develop SEND employer forums**

**Administer & Monitor grants**



# LAs Action Plans

With support from their regional lead, regional network meetings & SEND Employment Forum, each LA is creating an action plan to increase Supported Internships in their area.

# LAs Action Plans: Key Outcomes

**Data**

**Partnership  
Readiness**

**Work  
Experience**

**Information  
(Local Offer)**

**Vocational  
Profiling (Key  
Stage 4)**

**Annual  
Reviews from  
Year 9**

**Curriculum  
(Post 16)**

**Social  
Value**

**Outcomes in  
EHCPs**

**Trained Job  
Coaches**

**Employer  
Engagement**

**Increases in  
Supported  
Internships**



# Purpose of SEND Employment Forums

**Develop a strategic approach & action plan**

**Bring together local partners & promote collaborative working**

**Create routes that will support more young people with SEND into paid employment**

**Promote training & resource**

**To identify & develop (where there are clear gaps)**

**Provide strategic support & challenge**

**Suggested membership in LA resource pack**

# SEND Employment Forums

Are you aware of your local SEND Employment Forum ?

Does anyone attend their local SEND Employment Forum

# Engaging & Supporting Employers



**Aims**

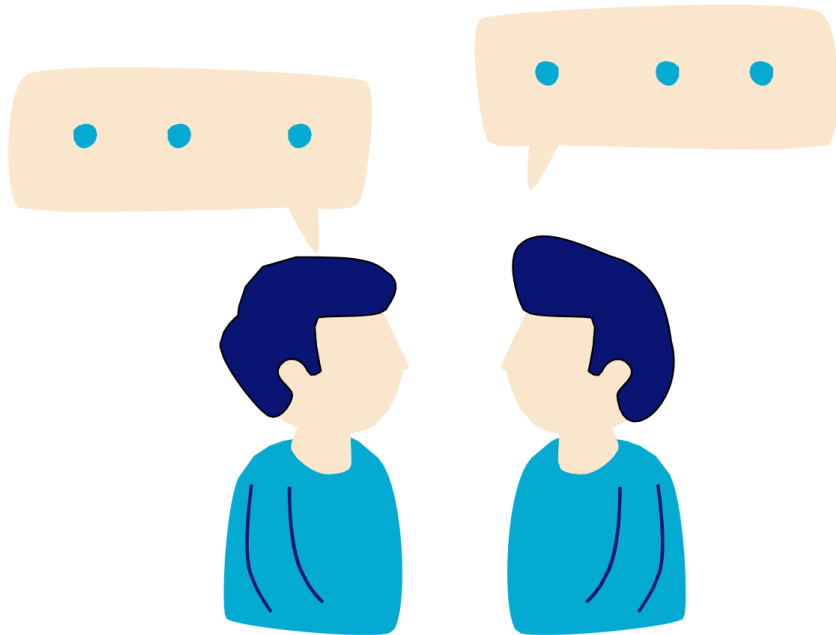
**Engage employers**

**Train all SEND Employment Forums to develop, enhance and grow their supported internship offer**

**Train up Employer Champions**

**Support local teams to offer high quality supported internship models**

**Support employers to offer quality internships, enable growth & job opportunities**



# Supported Internships Quality Assurance Framework (SIQAF)



## Aims



**Establish a sustainable process to improve quality**

**Support organisations with self-assessments and auditing**

**Explore the potential of a quality kitemark**

# What is the Pilot



A Pilot programme for 16–25-year-olds with SEND without an EHCP to access supported internships

12 Local Authorities from across England.



October 2023 -  
March 2025

Funded by DfE -  
£2,393,081 of grant  
funding.

# Pilot Sites

**Bristol**

**Cheshire  
West and  
Chester**

**Hampshire**

**Telford and  
Wrekin**

**Middlesborough**

**Manchester**

**Liverpool**

**Leeds**

**Norfolk**

**North  
Tyneside**

**Somerset**

**Surrey**

**SUCCESS**

**&**

**PROGRESS**

**1023**

**In paid employment  
2023**

**153**

**Local  
Authorities**

taking part in  
the programme

**LAs topping up grants &  
investing in the programme**

**SIQAF rolled out and  
being completed by  
providers**

**3448**

Supported Internships in  
Year 2 (23/24)

**600+**

**Employer  
Champions**

**4647**

**Supported  
Internships  
predicted in year 3**

## Progress continued

- **DFN Project Search** provided training for **125 LA's** on engaging employers
- Trained over **600 Employer Ambassadors** across a range of sectors
- **408** new employers offering Supported Internships just through DFN Project Search
- **BASE** have provided training to over **500 job coaches**
- **SIQAF** Supported Internships Quality Assessment Framework developed and with peer assessments being carried out.



# Impact for Young People & Families



Alex:

[The Supported Internship] helped me to feel **independent** for the first time... Before I started the internship I was struggling with my mental health... Now I am **employed fulltime** and am very happy with my life. It was a **life-changing experience**.



Siobhan T:

As a family, we are no longer scared for our daughter's future and I am no longer frightened to get old.



# Key contacts

Funded by



Delivered by



[www.internshipswork.org.uk](http://www.internshipswork.org.uk)  
[internshipswork@ndti.org.uk](mailto:internshipswork@ndti.org.uk)

[training@base-uk.org](mailto:training@base-uk.org)  
<https://www.base-uk.org/funded-supported-internship-job-coach-training>

[info@dfnprojectsearch.org](mailto:info@dfnprojectsearch.org)

Internships  
**WORK**

## Useful Links

### Gov Guidance on SI

<https://www.gov.uk/government/publications/supported-internships-for-young-people-with-learning-difficulties/supported-internships>

### Quality Framework

<https://www.ndti.org.uk/resources/publication/siqaf>

### PFA Employment Resources

<https://www.ndti.org.uk/resources/preparing-for-adulthood-all-tools-resources/pfa-employment-resources>

### Routes Into Work

<https://www.ndti.org.uk/resources/change-development-project/routes-into-work>

### PFA Tools & Resources

<https://www.ndti.org.uk/resources/preparing-for-adulthood-all-tools-resources>

### Let's Be Clear Paper

<https://www.ndti.org.uk/assets/files/Lets-Be-Clear-January-2022.pdf>

### Job Coach Training

<https://www.base-uk.org/supported-internship-job-coach-training>

### National Occupational Standards

[https://www.base-uk.org/National\\_Occupational\\_Standards](https://www.base-uk.org/National_Occupational_Standards)