

Contact us today to find out more:



Jo Clappison
Hull City Council
Young People, Employability and Skills
Kenworthy House
98-104 George Street
Hull
HU1 3DT
Tel: (01482) 614 113
Mob: 07971 224 189
Email: jo.clappison@hullcc.gov.uk
Website: <http://hull.mylocaloffer.org>



Lesley Gilson
East Riding of Yorkshire Council
County Hall
Cross Street
Beverley
HU17 9BA
Tel: (01482) 393 939
Email: lesley.gilson@eastriding.gov.uk
Website: www.eastridinglocaloffer.org.uk

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



www.mencap.org.uk/learning-disability-explained/resources-employers



www.preparingforadulthood.org.uk/downloads/supported-internships/dfe-information-for-employers

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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 benefits 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?

For you to give a young person an opportunity to shine and show you how amazing they are.

To be open minded and patient.

Could you provide an overview of roles within your company, to ensure that we match the right young person with the most appropriate job role?

What job roles are we looking for?

We are looking for a variety of job roles, however, tasks performed by the young person should fulfil a genuine business need.

Office, sales floor, cleaning, warehouse, data input and many more. The list is endless depending on your business.

What support we will provide

Everything you need to know about the young person and how to support them.

Our Employability Coach will support you to make the placement a positive experience for you, your staff and the young person.

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

