

Contact us today to find out more:



H.B.V.C
Heart of Birmingham Vocational College

Nathan Eglinton-Cook
Supported Internships Co-ordinator
Heart of Birmingham Vocational College

328-332 Bromford Lane, Birmingham B8 2SD
M: 07908 436229
T: 0121 809 0666
E: n.eglinton-cook@hbvc.ac.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/df-information-for-employers

Delivered in partnership with:



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?

Up to two or three full days of work for the intern
The potential for a job at the end of the internship -for the right intern

To use our expertise to support the intern and to inform us immediately if extra support is required
To make any Reasonable Adjustments as required by the Equality Act 2010

WHAT JOB ROLES ARE WE LOOKING FOR?

We have successful interns in Hospitality and Catering, Horticulture, Retail, Education, Hairdressing and Motor Vehicle. We would like more employers in these industries and also in IT, Administration, Health and Social Care, Sport, Transport, Warehousing and Customer Service. Any realistic industry and employer will be considered. Our interns have a wide range of skills and aspirations and our offer reflects that.

WHAT SUPPORT WILL WE PROVIDE?

Access to Work will provide funding for a Job Coach and travel costs where appropriate

1:1 Job Coaching by our staff while the intern gains confidence and learns the job

Ongoing support for the duration of the internship with weekly visits from college staff

We can offer vocationally specific qualifications which will help the intern develop in their role.

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**

