

# Increasing and Improving Employment Support for Young People

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# aims of the workshop

share practice

discuss ideas

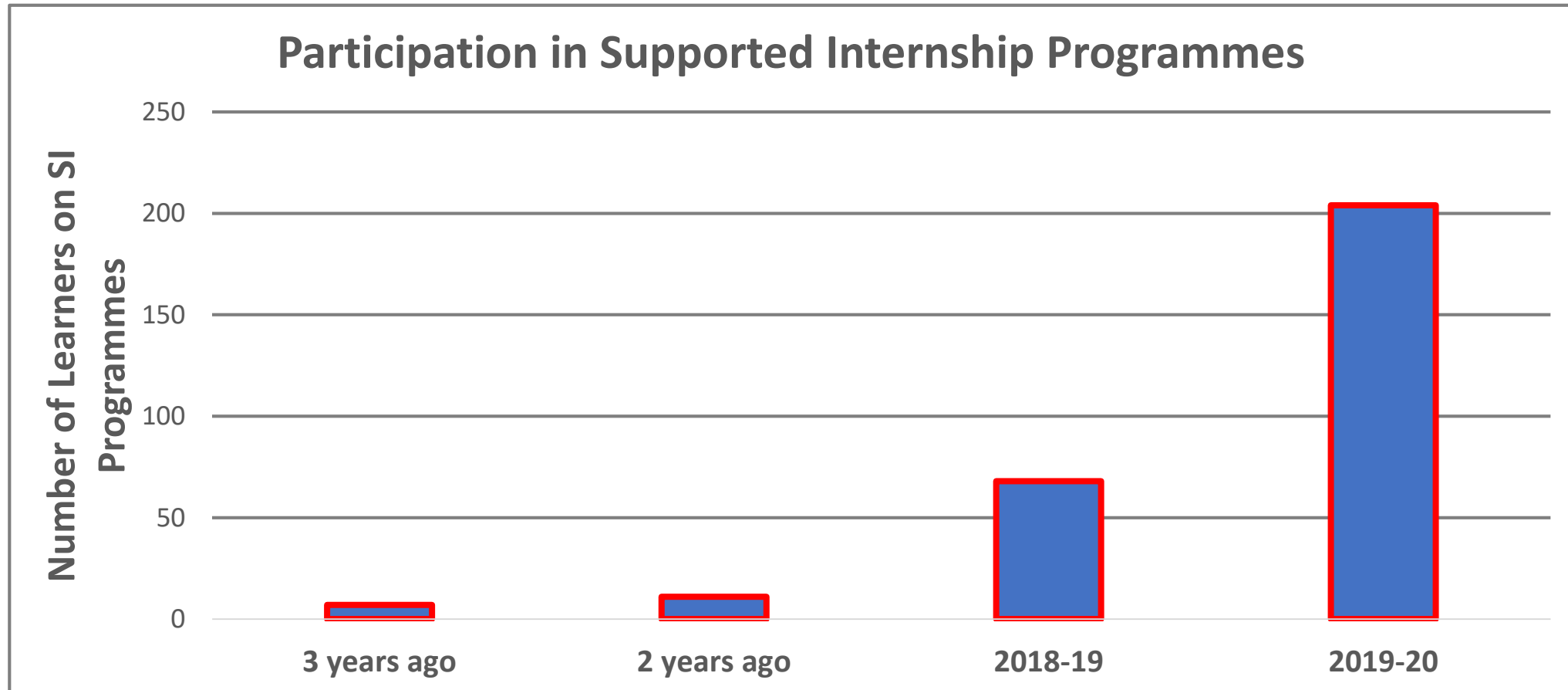
feedback

learn from others

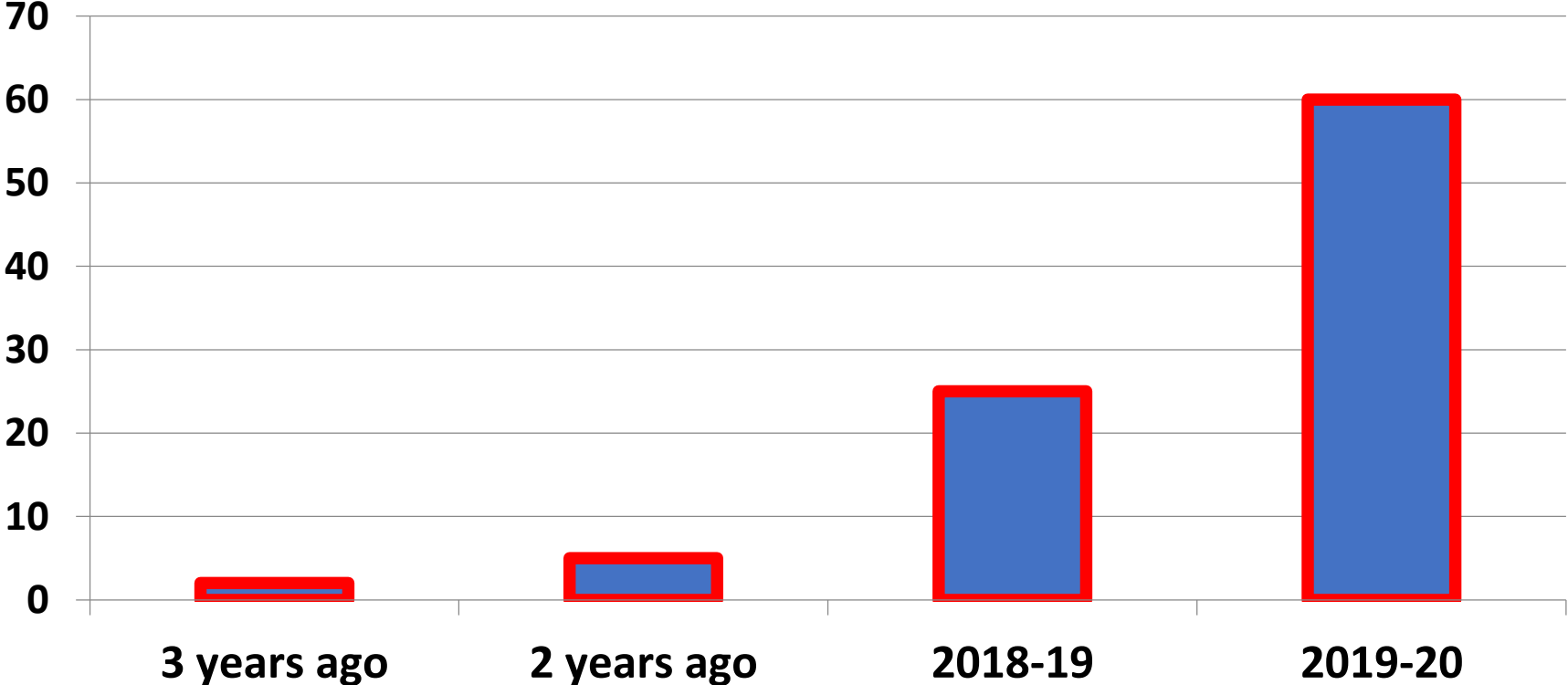
# SICIOS

- Started over 3 years ago
- Supported Internships in name only – study programmes with work experience
- Last year there were nearly 70 young people on Supported Internships
- This year we have over 200 on supported Internships or study programmes leading to a Supported Internship

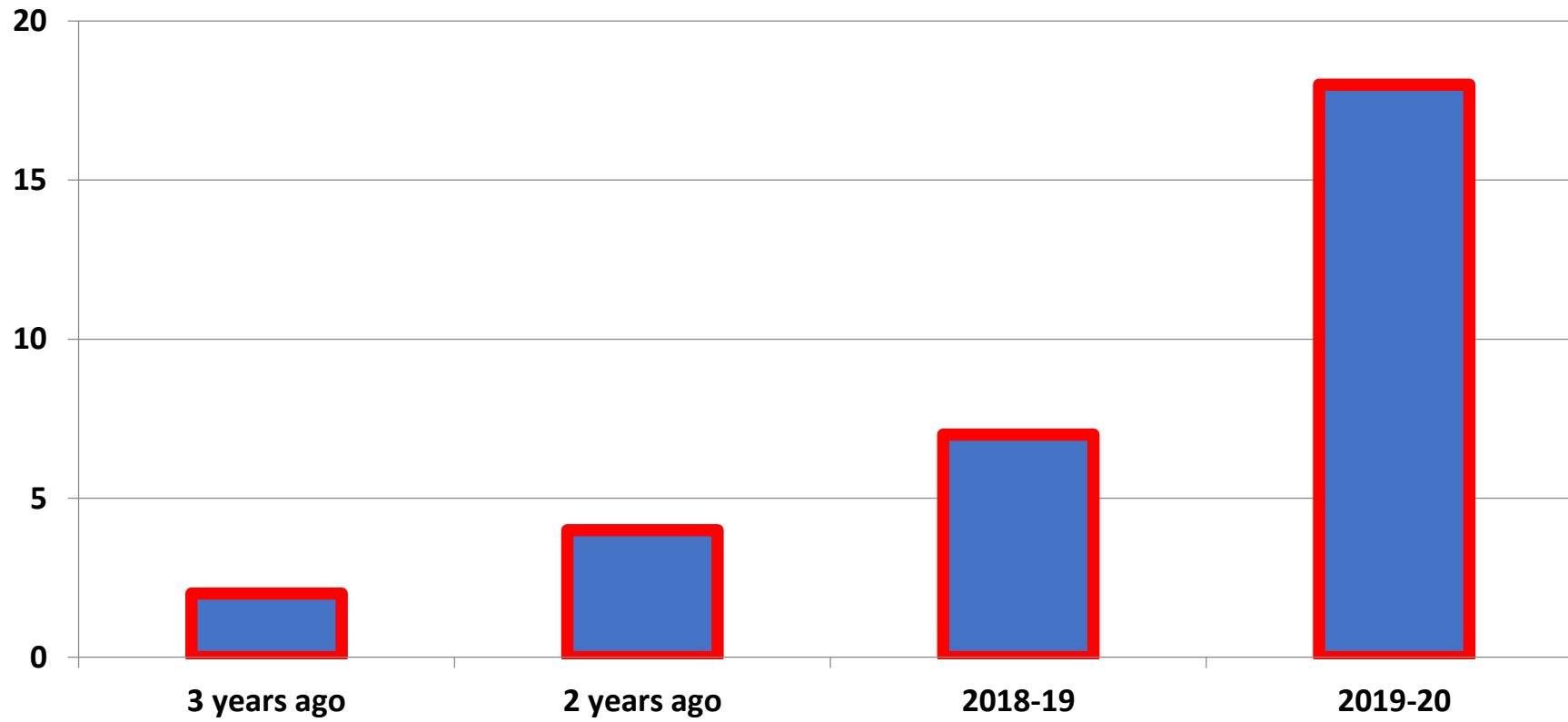
# supported internships CIOS



# employers engaged



# specialist providers



# increasing - what works

## **clear understanding of Supported Internships**

- final episode of full time education provision – the stepping stone to work and adulthood
- commitment to long term goals – **Preparing for Adulthood**
- specialist learning providers capacity and expertise developed
- sharing knowledge and intelligence about statutory SEN processes, reviews and 'Access to Work'
- sharing practice and intelligence
- developing relationships with employers - networking

# increasing - what works

- establishing a providers network with regular meetings and useful inputs from other services and strategies
- strategic commitment by the local authorities
- good communications
- 'local offer' kept up to date
- information for parents/carers and schools (CEIAG & SENDCos)
- data:
  - data map
  - statistics
  - data protocol for sharing employer and placement information



# improving - what works

## **Clear vision for what should be happening and what is best for the young people**

- high expectations shared with the young people
- a presumption of employment throughout their programme
- good preparation – **Preparing for Adulthood**
- systematic data collection and use
- framework for self-evaluation – individual provider level  
– strategic level
- ‘Learner Voice’

## still to be done

- refine the quality framework for supported internships
- data including actual costs to benchmark
- developing 'Learner Voice'
- employer network(s) to share understanding and experience ('employer to employer' is the most effective communication)
- outcome evaluation scale – see next slide

# outcomes evaluation

Outcome	Achievement Target	Description
Validation	100%	Positive Outcome including personal and wider benefits of learning (RARPA)
Positive Destination	80%	Volunteering, Further Education, Traineeship, Apprenticeship, Employment, Internship (Positive Destination)
Employability	55%	Traineeship, Apprenticeship, Employment, Internship within 1 year of completing the programme (Employability)
Employment	40%	Paid competitive employment 1-37 hrs per week within 1 year of completing the programme (Employment)
Sustained Employment	31%	Paid competitive employment of 1-37 hrs per week sustained for more than 13 weeks within 1 year of completing the programme (Sustained Employment)

## sharing practice

How are you increasing employment support for young people?

How are you improving the quality of employment support?

thank you