Supported Internships
Supported placements at three outstanding employers
What a privilege it is to be part of the Supported Internship Programme at Salford Care Organisation (Northern Care Alliance NHS Group). To be able to provide real work opportunities for the interns and watch how they grow in skills and confidence is great and is worth celebrating.

Sandra Jones, Head of Learning and Development, Salford Royal Hospital

Having spent a lot of time in the care of doctors and nurses, I couldn’t think of a more rewarding place to work. My confidence has grown immensely and I’m very positive about my future.

Matt, Intern
1. What is a Supported Internship?

Supported Internships are structured study programmes that enable young people aged 16-24 with an Education, Health and Care Plan to achieve sustainable paid employment by equipping them with the skills they need for work, through learning in the workplace.

Eccles Sixth Form College, working in partnership with Pure Innovations, a specialist Supported Employment provider feel this course is the perfect bridge between education and employment; achieving great outcomes with the majority of interns going into paid employment. The Supported Internships are now delivered on site with three main host employers, Salford Royal Hospital, the University of Salford and Salford City Council, each one offering a unique experience to support young people into employment.

The Supported Internship is a full time course over four days per week, based at the premises of one of the employers. The course lasts for one academic year, and interns can continue to claim welfare benefits as before.

In morning classroom sessions interns learn about employability as part of their qualification. Work placements usually take place from 10.30 to 2.15pm.

The academic year is made up of two to three different work placements to develop a wide range of skills and experiences to help interns work out what career path they would like to pursue.

“The internship has been a fabulous opportunity for Katie to enter and gain experience of work. The internship has enabled to Katie to gain confidence and build her self-esteem. We can now look forward to a better working future for Katie.”

Angela, Parent

“This role has changed my life!”

Tom, Intern. Delighted when he was offered a paid job.
Eccles Sixth Form College with the support of Pure Innovations and Salford City Council has an established partnership with Salford Royal Hospital. This project is based at the hospital and interns can sample a range of work roles right across the site. It is a great way for young people to find their strengths over three 10-week work placements.

The internship has been running at Salford Royal NHS Trust Hospital since 2012. All students who have joined the Supported Internship have gained vital experience and confidence with a high number of interns gaining paid employment every year. If you take a walk through Salford Royal Hospital today you’ll spot many students working.

Catering, Administration and Portering are just some of the internship opportunities on offer in Salford and all the interns are made very welcome at Salford Royal Hospital.

Examples of some of the work placements available:

- Kitchen Porter
- Ground Café
- Patient and Equipment Portering
- Receipt and Distribution Department
- Theatre Stores
- Renal Department
- Sports Centre Team
- Domestic Team

This is Luke on our Supported Internship at Salford Royal Hospital. Luke has difficulty with numeracy and literacy which resulted in low confidence. Luke started a placement with Receipt and Distribution in September 2013. Luke’s second placement was with the Domestic stores to expand his knowledge of the trust. Luke returned to R&D for third rotation and gained a permanent 16 hour contract with the department in June 2014. One year later Luke gained a 37.5 hour role in the same department.

Luke is still in employment; confidence isn’t an issue anymore as he’s now a buddy for new interns starting placements in the department!

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The University of Salford joined the Supported Internship partnership in 2018. The University and Pure Innovations were quickly able to develop a fantastic Supported Internship due to the determination and commitment of the University. There is a great classroom, and placements have been provided across the campus providing the perfect flavour of University life.

Since the Supported Internship started in September 2018 all the managers and staff teams have been pleasantly surprised by the interns’ work ethic and performance.

Examples of work placements:
- Mail Room
- Salford Cafés
- Library
- Reception in the New Adelphi Building
- Caretaking Team
- Sports Centre Team

“Working on a campus gives the interns a unique opportunity to be encompassed in the University experience; a chance that they would otherwise not have. It is very exciting and inspiring.”

Louise Pritchard, Pure Employment Officer

Michael was at college last year but desperately wanted a job. As soon as he heard about the Supported Internship he enrolled and started in September 2018. Michael had difficulties reading and writing and a lack of confidence in his own abilities. The opportunity came up for him to have a short work experience placement in his college canteen which gave him a real taste for work.

Michael completed his first placement in the mail room at the University of Salford which involved him going out on the delivery van, delivering mail and other items around the university campus. For his second placement Michael is working alongside the caretakers looking after the Maxwell Building at the University. This could include putting up notice boards, classroom set ups/office moves and painting walls.

Before placement started Michael was keen and eager to work but was also concerned about meeting his team mates. He was worried if he would fit in as Michael was previously quite isolated. A job coach attended placement with Michael and stayed with him until he felt comfortable. Michael’s confidence soon began to grow! Working with the estates team has given Michael an idea of the type of paid work he would like to go into when he finishes the Internship.

“Our Campus is a place where young people are encouraged to follow their dreams and provides a fantastic setting for the interns to explore their future goals. We are delighted to work alongside our partners in Salford to create the space and support that these interns need to allow them to shine.”

Sue Clark, Inclusion and Diversity Manager
Due to the success of the Supported Internships the partnership expanded further at the end of 2018 to include Salford City Council as a new host employer.

Salford City Council part fund the Supported Internship and believe in the abilities of all young Salford residents. The council wanted to demonstrate their commitment by being a partner. They’ve also provided some great workplace experiences, invested in their development and skills, with the aim of supporting interns to become future employees within our city.

Examples of work placements available:

- Data Entry
- Waste management
- Administration
- Leisure/ Community Centres
- Grounds Maintenance
- Print room
- Catering
- Kitchen Porter

Marie started on the Supported Internship in September 2018. Previously Marie had tried doing an apprenticeship with a coffee shop but struggled with the qualification and also working on a till in a fast paced environment. She left the apprenticeship and had been independently job searching with no success. Marie’s confidence was extremely low and she began suffering with anxiety. Marie’s first placement was at the University of Salford in a catering outlet before moving across to a placement with Salford City Council in January.

Marie joined Stuart Moss and the team at Buile Hill Park Hall to work in the kitchen prepping food for functions at the hall and various venues across Salford. Marie was nervous but excited to start her placement. She was worried about making new relationships and learning a whole new role but the staff were really welcoming and supportive.

After 5 weeks of working with the team at Buile Hill Stuart offered Marie a casual contract working front of house on events held at the hall which is fantastic!

“Salford Council has been a champion of Supported Internships since 2012 and we have seen great results. We will continue to promote Supported Internship programmes across the City as we would like to see all young people with an Educational Health Care Plan consider a Supported Internship as their pathway to employment.”

Sarah Scanlan, Head of Participation, Salford City Council.
5. Supported Internship Partnership

Eccles Sixth Form College
www.salfordcc.ac.uk

Eccles Sixth Form College deliver the education element of the supported internships. Interns enrol on a full-time course taught and supported by specialist staff from the Skills for Life and Employment Department of Eccles Sixth Form College.

Interns have daily classroom sessions, on-site at their placement provider, and complete a nationally recognised work related qualification - Open Awards Level 1 Certificate in Getting on at Work.

Example units:
• Coping with change
• Developing positive relationships
• Confident participation

Interns also have sessions on CV writing, applying for jobs and interview skills.

Pure Innovations Ltd
www.pureinnovations.co.uk

Pure is a not for profit organisation that promotes independent lifestyles. It’s a specialist service that has successfully supported people with disabilities into employment for over 30 years.

Pure have been delivering Supported Internships with colleges and schools since 2009. It currently offers work placements with high profile employers for over 100 young people with Education Health Care Plans across Greater Manchester.

Pure’s employment specialists complete a vocational profile to explore job roles that meet skills and aspirations. They work with interns to increase their confidence as they prepare for work.

Job coaching is provided whilst interns are learning the job. The employment specialist speaks to employers to discuss customised roles and arrange working interviews to enable them to showcase their talents.

6. Outcomes

Between 2012 and 2018 the partnership has successfully delivered six supported internship programmes in Salford and achieved the following outcomes for young people:

61 young people started supported internships
• 38 interns progressed into paid work (68% of the 56 interns who completed the programme)
• 11 interns progressed into sustainable voluntary work
• 3 interns returned to education
• 5 interns were signposted to other services
• 4 interns were assisted to access mental health support
How to apply

Supported Internship Eligibility Criteria

Salford residents with an education, health and care plan, who have not yet achieved a Level 2 qualification, are eligible to apply for a supported internship.

You can apply by completing the application form on the college website or by telephoning the college.

Telephone: 0161 631 5000
Website: www.salfordcc.ac.uk