



Adult Learning and Skills Service

Supported Internships

Supporting young people into adulthood



Supported Internship

Personalised Learning Pathways:
Information for young people and their families



The Adult Learning and Skills Service is a government funded SEN provider within the North Yorkshire County Council's Education and Skills department.

We provide specialist further education for young people aged between 16 and 25 with physical disabilities and/or learning disabilities. Our Personalised Learning Programme provides a tailored pathway for young people to promote learning and to further develop their skills for independence and employment.

The vision for young people with special educational needs and disabilities is the same as for all young people – that they achieve well at school and in college and make a good transition to adulthood, leading contented and fulfilled lives.

We believe that with the right support and high aspirations, the vast majority of young people who have special education needs and/or disabilities can make a successful transition into adulthood whether into employment, further or higher education, training or a Supported Internship.

What is a Personalised Learning Pathway?

A person-centred programme which supports the young person to develop and progress, based on a clear understanding of their own needs and aspirations. Individual learning and supportive strategies that will help the young person to achieve their goals are implemented within their learning environment.

The purpose of our Personalised Learning Pathway is to enable young people to access local learning opportunities which will lead to community participation, and wherever possible independent living and/or employment. This will be achieved by identifying with the learner clear learning aims and objectives which will empower individuals with the skills, confidence and challenge to be successful in adult life.

The 3 pathways:



Supported Internship

These are structured study programmes based primarily with an employer. They are intended to enable young people who have successfully progressed along their Personalised Learning Pathway to eventually achieve sustainable, paid employment.

What is a Supported Internship?



At the end of a young person's Personalised Learning Pathway we may be able to offer a Supported Internship dependent on their personal skills and aspirations.

Before a student is officially offered an internship, a vocational profile is compiled including relevant assessments and work experience opportunities, which are recorded within their Educational Health and Care Plan.



The aim of Supported Internships is to enable young people aged 16-24 with an Education, Health and Care plan to achieve sustainable, paid employment matching their strengths to the job. They will be by equipped with the skills they need for work, by direct learning and training in the workplace.

Internships normally last for a year and include unpaid work placements. There is potential for young people to make the transition into paid employment at the end of the programme, always taking into account the availability of posts.

Alongside their time at the employer, interns complete a personalised study programme which includes the chance to study for relevant substantial qualifications, as appropriate, including English, maths and ICT.

The benefits of supported Internships include:

- supporting young people to develop the skills valued by employers;
- enabling them to demonstrate their value in the workplace; and
- developing confidence in their own abilities to perform successfully at work.

Whilst the ideal outcome from a Supported Internship will be the offer of a paid job from the employer who hosted the intern's work placement, other benefits include:

- building up experience for a CV, demonstrating that the young person has the skills and willingness to work;
- changing the perception of employers about employing people with learning difficulties and/or disabilities;
- improving skills in English and maths that enable the young person to be better prepared for work, including handling money, interacting with the public, and practising interview skills; and
- becoming independent travellers.

Case Study

What does a typical Supported internship include?

Meet Thomas, one of our young people taking part in a Supported Internship.

Thomas is described as a learner who is highly motivated by creative arts. He realised his artistic ambition through attending the Fuse Theatre group sessions at Bedale. He also took a lead part helping to run PLP (Personalised Learning Pathway) drama workshops including 'Personal social health education' and the annual PLP learner celebration day event.

During his time at the Northallerton PLP Hub, he completed work placements at The Dog and Gun pub at Knayton, Rural Arts Centre in Thirsk and The Water Mill at Carlton Miniott. He also volunteered in his own time at Oxfam in Thirsk.



After completing his PLP programme, Thomas secured a 12 month Supported Internship with the Connecting Youth Culture team assisting the Area Arts Coordinators with planning and delivering arts projects across North Yorkshire and the wider Yorkshire region.

His role has involved a wide variety of tasks including:

- Basic admin (Photocopying, filing, basic IT tasks and preparing mail drops)
- Marketing and promotion (Putting together promotional packs, leafleting, wedding fairs and conferences)
- Market Research (Online research)
- Workshop support (Supporting a range of arts workshops in youth settings, schools and at events)



- Warehouse support (Tidying and organising at the storage facility, cleaning equipment and stock checks)
- Totem support (supporting with set up, pack down and cleaning and maintenance of the Tipi tents)

His working week was split across three and a half days working in an office environment as well as theatre venues across the county. Thomas was able to travel independently to and from the theatre group venues in order to support artists and other staff in the running of the theatre sessions. His day to day tasks included taking registers, setting up and tidying the room, delivering the session warm up and supporting the group members.



His employer required someone with the following qualities:

- Organised
- Interested in the arts (music, drama, visual arts, dance) and events
- Enthusiastic
- Friendly and happy to work as a team
- Basic IT skills
- Flexible (evening and weekend working)

The Adult Learning and Skills Service have supported Thomas throughout his placement with training to improve his English and maths skills.

Following completion, Thomas is hoping to use his work experience and the administration skills gained from his internship to secure permanent employment with a different department within North Yorkshire County Council.

"I enjoyed working at Fuse theatre, where I learnt a lot about theatre workshop sessions. I also enjoyed being part of the Totem support team going to events and telling people about our Tipi's."

Case Study

What does a typical Supported Internship include?

Meet Nico, one of our young people taking part in a Supported Internships.



Nico started his Supported internship with North Yorkshire County Council. His work placement was at Broomfield School in Northallerton, in the school kitchen where he supported the school meal preparation team including the Head Cook. His day to day tasks included food preparation, cooking, cleaning and maintaining the school kitchen alongside his colleagues. Nico had previously completed his Food and Hygiene certificate during his time at the Northallerton PLP Hub. This was a huge benefit as he was able to continue to develop his food preparation skills whilst working and understood the importance of providing healthy school meals.

His employer required someone with the following qualities:

- Organised
- Knowledge of food hygiene, food preparation and food safety
- Enthusiastic
- Good understanding of healthy, balanced diets
- Regular working hours

The Adult Learning and Skills Service have supported Nico throughout his placement with training to improve his English and maths skills.

Anne Baker his PLP Hub tutor described Nico as “a very focused and capable young man who enjoyed and made the most of his time with the Northallerton PLP Hub.”

During his PLP, Anne identified that Nico enjoyed food and food preparation. He completed the Asdan short course in Catering and worked on developing his independent living skills which he later put into practice when he moved into a shared home. He also completed a Safer Internet course to support safer use of Facebook. During his time at the PLP Hub, he completed work placements at Tenants of Leyburn and The Wellington Heifer at Ainderby Steeple.

Nico’s other interests included music and ICT, he was encouraged to further these interests and has demonstrated his entrepreneurial skills by starting his own mobile disco business.



“I really enjoyed my time at PLP, it helped to set up my Disco business and helped me move into my own house.”

Outcomes that change lives

Come and
say hello

If you would like find out more information and chat about your options please call in and meet your local Adult Learning and Skills Service Hub team.

To arrange a visit please contact your local Hub.

For further information about the Personalised Learning Programmes on offer with the Adult Learning and Skills Service please email us:

Scarborough Hub: Scarboroughplp@northyorks.gov.uk

Northallerton Hub: Northallertonplp@northyorks.gov.uk

Harrogate Hub: Harrogateplp@northyorks.gov.uk

Selby Hub: Selbyplphub@northyorks.gov.uk

You can also contact the Specialist Careers Officer through your son or daughter's school.

www.northyorks.gov.uk/adultlearning



@NorthYorkshireAdultLearning



Contact us

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Our Customer Service Centre is open Monday to Friday 8.00am - 5.30pm
(closed weekends and bank holidays). Tel: **01609 780 780**

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