



# Supported Internship Programme

Strengthening Companies - Strengthening Communities

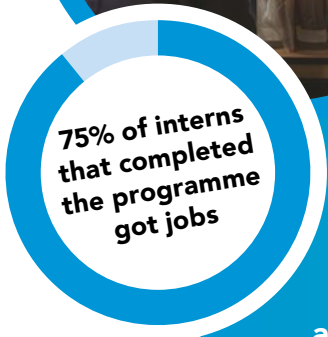


Are you looking to **grow your business, increase productivity, boost morale** and provide **opportunities for young people**?

Our **Supported Internships** offer **free recruitment, training and job matching services** for local employers wishing to **plug the skills gap** and **reduce staff turnover**.

We work with local young people with Special Educational Needs and Disabilities who are highly motivated to work and just need a little extra support to do so.

We provide support and training for both the Intern and your staff to ensure success from the first day of the placement up to subsequent paid employment.



**“It has been excellent working with West Lea to create a framework and infrastructure that supports the students and sets our store teams up for success”**  
Head of HR Co-op Retail

## EMPLOYER BENEFITS

- **Diversifying your workforce** and better reflecting customers and clients
- **Increasing retention, productivity and reducing staff turnover.** (People with a learning disability stay in their job 3.5 times longer than non-disabled co-workers)
- **In-work training and CPD** for staff.
- **Building capacity and accessing a pool of hidden talent** – our interns are enthusiastic, reliable and highly motivated.
- Demonstrating a commitment to **offering equal opportunities** and enhancing your reputation in the local community
- **Meeting Corporate Social Responsibility** and Social Value requirements
- **Accessing professional recruitment channels and specialist job matching services.**
- **Funding** from ‘Access to Work’ and other welfare to work initiatives which we will help you to secure.
- **Free Health and Safety Audit.**



## WHAT IS A SUPPORTED INTERNSHIP?

They are fully-funded, extended work placements, in a role shaped around the needs of the business, with a view to paid employment for the Intern at the end of the placement.

Requirements and hours in the workplace can vary and are agreed with the employer. This is dependent on business needs and the needs of the individual Intern.

Interns are also assigned a Job Coach who will support both them and the employer throughout the programme. This includes support with making reasonable adjustments, training staff, developing the Intern in line with agreed targets and providing extra resources where necessary.

Interns' skills, interests and aspirations are matched to specific roles.

Interns join a work placement 3-4 days per week and remain in class for one day per week.

Interns' performance is assessed by employer with view to paid employment at the end of the programme.

## IS MY BUSINESS SUITABLE?

If you're interested in growing your business, giving opportunities to young people and you have a safe and friendly environment at work then you are right for this programme!

All you need is **employer's liability insurance**, the willingness to **try something new** and a **positive attitude towards inclusion at work**.

### Some of our Partners: Tesco, Nandos and Sainsburys



"The whole intern process has been a great experience and the level of support from the job coach has been fantastic. The intern is now in paid employment and we have benefitted from their consistent approach to the level of work produced. A really worthwhile experience and one I would recommend to others."

*Head of service LBE*

We offer a trusted and proven business support service. We want to get to understand your business operations and your recruitment needs in order to provide you with the right person for the right job. If you're interested, or would like more information, please contact:

Email: [sip@westleaschool.co.uk](mailto:sip@westleaschool.co.uk) Telephone: 020 8807 2656 (press option 4 for Horizon Campus)

Or visit [westleaschool.co.uk/SIP](http://westleaschool.co.uk/SIP)

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