



# Shaw Trust Supported Internships

Helping young people move  
towards paid employment

**shaw trust**



# shaw trust

At Shaw Trust, we help more than 500,000 people every year by delivering a diverse range of not-for-profit public services focusing on care, education, work and wellbeing.

We are one of the UK's largest charities and employ more than 3,000 people in England, Scotland and Wales.

We work with commissioners, employers and other partners to deliver services of the highest quality and lasting social value.

As little as 5% of adults with a disability in England are registered as full-time employed.

Source: NHS, ASCOF report 2019-2

We are working to change that!

Employers we've worked with

TheWorks.co.uk

The  
**ExtraCare**  
Charitable Trust

 **Nando's**

**WHSmith**

**DECATHLON**

**ODEON**  
FANATICAL ABOUT FILM

 Transport  
for London

**Superdrug** 

  
British Heart  
Foundation

**FIVE  
GUYS**

**COSTA**

## What employers say:

“

The Entertainer Wakefield has been working alongside Shaw Trust for a couple of years now, the rewards are overwhelming. The staff are supportive towards all their students and to us, as an employer.”

The Entertainer

“

When we joined the Internship Programme in 2019, we didn't know what to expect, but now we know that we made a very good decision to join! Every Intern is a different character, and we always have fun while we are working hard.”

The Works

“

I would consider R for a prospective vacancy. R's knowledge retention allows him to employ new skills acquired readily, to the benefit of the business. He actively listens to instructions and enjoys answering questions around what he has learned. R's route knowledge of LU is fantastic as is his ability to provide alternative routes during service degradation”

Transport for London



## Hear from our supported interns

### Sam



Sam has learning difficulties which can affect his confidence when meeting new people. When he first joined the supported internship programme, he wanted to gain work experience to help him find employment at a railway station, as this was his dream job.

Sam agreed to try out a placement in a hotel, as a food and beverage assistant. Gaining this placement helped Sam to increase his confidence, develop his customer service skills and get him used to meeting new people.

Sam fully immersed himself in the activities in the classroom and on placement. With the help of his job coach, he overcame his adversity towards trying new things. As his confidence grew, he began to learn new skills, and was offered employment by the hotel.

“

What I like about it is that we get a feel for what it's like to be in a working environment. I think it helps us prepare for when we get a job in the future”

### Adam

“

Since joining the project, I have learnt new skills such as removing weeds from the pathways and the flower beds. I have learnt how to make and maintain compost, I have learnt how to sieve compost in the polytunnel with my peers. I also support with general maintenance on site for example, sweeping, clearing away tools and watering plants. I work in a group of 5 and sometimes independently. I feel more confident in gardening and I have made new friends.



**Scan here to hear more from our interns!**





## A supported intern can benefit your business!

If you want to have a positive impact in your community, a supported intern can benefit your business in the following ways:

- Gain enthusiastic and creative workers
- Become a Disability Confident Employer
- Upskill your staff through the development of mentoring skills
- Fill skills gaps and solve workforce challenges
- Non-complex training model
- No additional cost to you
- Free neurodiversity training
- Access to a new and diverse talent pool
- Develop your company culture
- Additional helping hands

# Help a young person change their life

## Frequently Asked Questions

### 1. How long does the internship last?

Our interns typically spend around 10-12 weeks with each employer and then they rotate between different businesses throughout the year. This means you will have the opportunity to work with a new intern every 10-12 weeks, bringing fresh perspectives and ideas to your team.

### 2. What will it cost me to offer a supported internship placement?

There is no financial cost to an employer taking on a supported intern. The programme is funded through the local borough/council, and the internship itself is unpaid. However, if you wish, you can provide the intern with a uniform to help them feel like an integral part of your team.

### 3. What will my business need to provide?

- Adequate insurance coverage: Please provide a valid Employers Liability Insurance document and demonstrate up-to-date Health and Safety procedures.
- Meaningful Work Experience: Commit to offering a substantial and meaningful work experience opportunity for the young person, ensuring it aligns with their learning and development goals.
- Skill development and work-related learning: The internship placement should facilitate the intern's growth, both by enabling them to acquire new skills and behaviours, and engaging them in purposeful work-related learning opportunities.

Ultimately, the placement aims to equip interns with the confidence to take the first step in their career journey, whether it's securing an apprenticeship or other employment or work experience opportunities. By meeting these requirements, you can make a lasting impact on the intern's future success.

### 4. What support is available?

Our dedicated programme staff, funded by the borough, will be readily available on-site to support interns with their tasks and job roles. These professionals, with expertise in teaching and life coaching, will provide systematic instructions and gradually introduce more challenging tasks as the interns gain confidence. They will be present throughout the day, ensuring each intern receives support at least twice daily. Additionally, they will maintain close communication with you to address any day-to-day issues that may arise.

### 5. What does a typical day look like?

Every weekday morning, starting at 9am, all the interns gather in a nearby training room to participate in a one-hour employability skills lesson. Following this, they will proceed to their respective workplaces, where they will work a minimum of five hours per day (including a lunch break). At the end of the day, the interns come back together as a group to reflect on their experiences, identify areas for improvement, and celebrate successes.





## **6. Is the intern considered as in education while on the programme?**

Absolutely! Throughout their one-year period in the unpaid internship programme, the intern will still receive government benefits. This arrangement is recognised as part of their final year of education, ensuring they continue to receive the support they need during this transitional phase.

## **7. What happens at the end of the supported internship?**

Although employers are not required to provide a job at the end of the internship, the aim of supported internships is to prepare young people with learning difficulties for employment. As the intern will have been fulfilling a real business need in your organisation, you should consider whether you can take them on as a paid member of staff at the end of their internship.

If you are not able to recruit or the intern hasn't met the required standards, employers can still play a role in providing a reference. Once the young person has completed their placement, they will continue to be supported by us to find meaningful employment based on the skills they have gained because of their internship.

By joining the Shaw Trust Supported Internship programme, you not only contribute to the personal and professional growth of young individuals, but you also gain access to a pool of talented interns while receiving dedicated support from our qualified professionals.

Together, let's make a difference  
in their lives and create a positive  
impact within your business.

Interested in finding out more? Contact our friendly team.

Email: [Saimmah.ali@prospects.co.uk](mailto:Saimmah.ali@prospects.co.uk)

Phone: 07714736748

Website: [shawtrust.org.uk/supported-internships](http://shawtrust.org.uk/supported-internships)






**For more information please email:**

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### Alternative formats

Please email  
[studio@shaw-trust.org.uk](mailto:studio@shaw-trust.org.uk) to receive this information in  
a different format

**shaw trust**

