

## Case Study: Supported Internship - Chloe's story



### The importance of job carving

Supported Internships are a key programme to improve preparation for employment for young people (16-25) with special educational needs and disabilities (SEND).

This programme brings together education providers and employers to support young people who would otherwise face barriers to employment in accessing local opportunities. Supported internships are an unpaid work placement supported by a job coach and takes place predominantly on an employer's site. This allows young people to learn 'on the job'.

Heart of Worcestershire College was amongst the first in the county to introduce the supported internship model and to date have supported over 150 interns, working with large and small employers. It is a primary goal to support the interns into paid employment, but we also consider voluntary work as meaningful activity. Overall, this programme delivers good outcomes, where national statistics show that only 4.8% of people with a learning disability are in paid work, to date the College has achieved an average rate of 61% into paid work. Adding in voluntary work, a total of 73% have moved into positive destinations.

Just one of a number of our Interns who has gone on to secure successful long-term employment is **Chloe** who needed extra support to enable her role to be adapted to suit her strengths. In Chloe's case, a role on the checkouts wasn't the right fit for her due to the demands this would place on her with speed and communication and so her employer 'carved' her role to enable her to spend more time on the shop floor doing other important and necessary tasks. This approach is called 'job carving'.

Job carving is used where a person can successfully undertake most tasks in their job role but there may be an element of their duties which they are not able or comfortable to complete. Chloe was successful and gained employment from her placement on the programme and has gone on to gain further employment where she is able to contribute in an important role for her new employer.

Chloe is now happily employed, enjoying all the benefits that being employed brings which those of us who do not face additional barriers, can take for granted. Chloe is contributing equally in society with everyone else, and above all is happy, fulfilled and doing a great job for her employer where amongst other duties she is now working on the checkouts.

This case study first appeared in Worcestershire Inclusive Employment magazine and was written by: Claire Heywood, Deputy Principal at Heart of Worcestershire College.