

# Employability

Internship Model

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**nationalgrid**

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Helping businesses, schools and colleges provide workplace experiences for young people with special educational needs and disabilities (SEND)

Just 6% of people with a learning disability are in paid employment, despite more than 65% wanting to and being able to be in work.

Mencap, 2017

# How did our internships develop.

National Grid started by offering young people with SEND, short-term work experience opportunities and enterprise opportunities at school. They then went on to offer supported internships, which are;

- for young people, aged 16 – 24, with learning difficulties and/or disabilities – a statement of educational needs, a learning difficulty or an education, health and care plan (EHCP).
- a structured study and development programme located at the employer's premises.
- unpaid – because the student is in full-time education.
- a minimum of six months long.



# Benefits to young people

Gain confidence and build skills through worthwhile work placements.

Discover new talents, build confidence, develop social skills and overcome barriers.

Raise aspirations and significantly improve the likelihood of achieving paid employment.

Earning.....



# Why should businesses provide workplace experiences?

## Benefits to employers

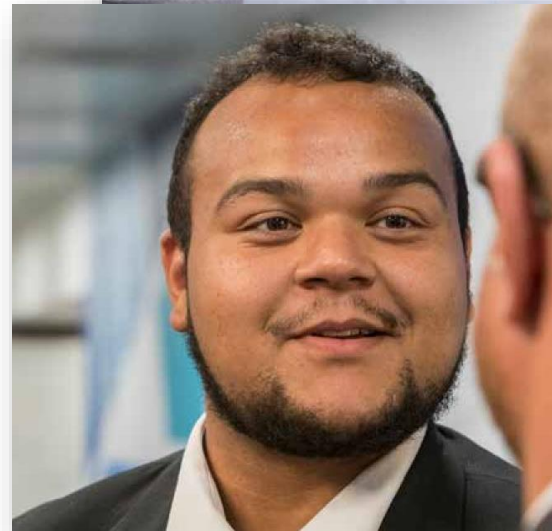
Access the widest pool of talent

Find skilled, loyal and hardworking talent

Be more inclusive\*

Engage with a wider consumer base

Reflect the communities they serve\*



# How should businesses provide workplace experiences?

- Enterprise opportunities at schools
- Work experience
- Supported internships
- Supported apprenticeships



# What help is available for businesses

- Enterprise Coordinators and Enterprise Advisers can introduce businesses to local Special Educational Needs (SEN) schools/colleges, or Mainstream schools/colleges with SEN provision
- Our toolkit provides helpful guidance on how to get started



# How has this scheme impacted National Grid

92% of employee volunteers for National Grid stated in a survey that volunteering had contributed to their professional development

95% said they felt more positive about National Grid

100% retention rate for National Grid intern recruits

77% of the public think more highly of companies that make an extra effort to employ people with a disability

60% of National Grid interns have gone into paid employment, compared to a national average of 6%

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