

Imagine

THE POSSIBILITIES

The Somerset Supported Employment Magazine



First Edition

From Hospital Heroes to High-Tech Learning

Inside the Mentorship Magic and Immersive Learning at Somerset NHS FT

**CONFIDENCE,
CAPABILITY, CHANGE:**

The Real Value of Inclusive Mentorship with Kuehne+Nagel

Leonardo in Yeovil - Home of British Helicopters

Helping Young People Take Off...
One Placement at a Time

FEATURE ARTICLE

Inside HPC's Award-Winning Supported Traineeship: SEND Trainees receive real skills, real placements and real impact

CONNECT TO WORK

Funded by UK Government

PRACTICAL HELP HELPING YOUNG ADULTS TO GET INTO WORK

For young people aged 18 to 25

- **Connect To Work** offers simple, practical help to get into work
- **Includes** getting to know your strengths, helping you look for the right kind of job, and supporting you through interviews
- **Supports** you once you start work, making sure you settle in well and have what you need to succeed.

Somerset's Supported Employment Team will lead the programme which focuses especially on 18-24-year-olds who may have extra challenges.



SUPPORT



ENGAGE



STRENGTH



SUCCEED

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The full Supported internship Offer

Welcome to our very first Supported Employment Magazine!

We are very excited to showcase the inspirational work taking place across Somerset and the positive impact that this work is already achieving for our young people.

The term 'Supported Employment' covers a range of programmes and opportunities that are aimed at helping those young people who need an extra helping hand and support, to undertake the positive steps that can result in eventual permanent employment outcomes.

The growth of Supported Employment opportunities in Somerset is only possible because of the brilliant collaborations with our key partners, all of whom have an essential and integral role in delivering these offers - and this magazine is our opportunity to showcase this work and some of the brilliant outcomes that our young people are achieving.

We hope that you find the content interesting and inspirational - and if you would like any further information about any aspect of this work please do not hesitate in contacting us - we'd love to hear from you.

The Imagine the Possibilities Team.



Believing in What's Possible: Inside SS&L's Supported Internship Programme

We work closely with young people, their families, employers and job coaches to make sure each internship is well planned, supportive and right for the individual.

Our job is to provide learning alongside real work placements. We help young people build the skills they need to secure employment, such as confidence, teamwork and independence. We do this through personalised learning, regular check-ins, and working closely with employers and job coaches to make sure the right support is in place.

We are very proud of our Supported Internship Programme. For us, it is about more than getting a job. It is about helping young people believe in themselves, try new things and take steps towards an independent future.

Being part of Supported Internships is rewarding for us too. We see how the right support and high expectations can make a real difference. It is inspiring to watch young people grow in confidence, speak up for themselves and move closer to their goals. This is why we are committed to inclusive education and creating real opportunities for everyone.



SS&L B&B Charley (Alumni)



Bold & Brave - Young Somerset (Taunton)

To find out more and how to apply:

CONTACT: Shaun Pavey at spavey@sslcic.co.uk

www.sslcourses.co.uk/school-leavers/supported-internships/



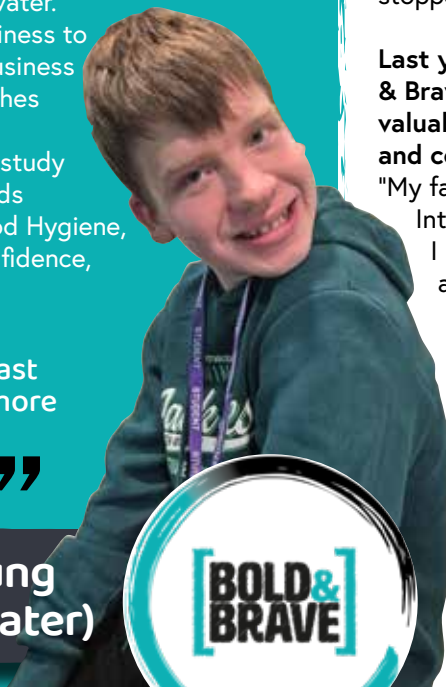
In partnership with Young Somerset, SS&L host this one-year Supported Internship for 16-24year olds with an EHCP or additional needs who are ready to build skills and move into sustainable employment. Interns will gain structured work experience four days a week in Bold & Brave cafes and shops, based in Taunton and Bridgwater. You'll rotate through different areas of the business to develop practical skills in hospitality, retail, business and digital. You will be supported by job coaches every step of the way in a friendly, inclusive environment. Alongside your placement you'll study with SS&L for one day a week, working towards recognised qualification in English, maths, Food Hygiene, manual Handling and more - building your confidence, independence and employability.



I've learned so much in these past couple of months. I'm probably more myself that I ever have been



Harry



Starting NOW!

Bold & Brave - Young Somerset (Bridgwater)



Charley's Journey

Charley previously attended Foxes College a specialist College in Minehead. "I attended college at Foxes in Minehead and achieved a lot. It was overwhelming at times because there was so much going on, and I missed my family. Sometimes I found people's behaviour difficult to understand, but I never stopped trying."

Last year, Charley took part in a Bold & Brave Supported Internship, gaining valuable workplace skills and confidence.

"My favourite part of the Supported Internship has been the people. I have made some amazing friends and had so many good times - learning new skills, meeting new people, and growing in confidence. They have given me the best opportunities I have ever had". Her Supported Internship, provided by SS&L in partnership with Young Somerset /Bold & Brave, led to paid employment with Young Somerset.

Keiren's placement is with SoundVision in Frome



Katherine, Keiran's tutor at SS&L said:

"Keiran's attendance and engagement have been exceptional, and he has shown outstanding commitment both on the course and in his work placement at SoundVision. We have seen a remarkable growth in Kieran's confidence and communication skills, and the feedback from his employer has been consistently positive. Kieran is a fantastic example of what can be achieved through dedication, support, and opportunity."

Charlotte and Skye

As part of the Supported Internship, Skye and Charlotte are working on a project about a bakery, creating their own business.

"It's a lot of fun and we're excited to see where it goes," they say.

Through the project, they are learning new skills. They are preparing questionnaires to do market research to help with their business plan. Working alongside another learner as a group of three, they are really enjoying being part of a team.

They are also developing important work skills, including food hygiene, manual handling, health and safety, and IT. Looking ahead, Skye is interested in a career in healthcare, particularly mental health. Charlotte hopes to turn her hobby of baking and making cakes into a way to earn a living!



DIGITAL - MENDIP

Are you passionate about tech and ready to take the next step towards a digital career? The new Digital Supported Internship is designed for 16-24 year olds with an EHCP or additional needs, who are looking to develop real workplace skills in the digital sector. With employer placements local to Frome and Radstock, you'll gain hands-on experience in a variety of roles - wherever you're based. Think content creation, social media, IT support, data entry and more. You'll be supported by dedicated job coaches and build your confidence in a real working environment. Alongside your placement you'll study with SS&L for one day a week, working towards recognised qualifications in English, maths, Food Hygiene, Manual Handling and more - building your confidence, independence and employability.



To find out more and how to apply:

CONTACT: Shaun Pavey at spavey@sslco.co.uk

www.sslcourses.co.uk/school-leavers/supported-internships/





Shaw Trust Palmer Gardens, Trowbridge

An anonymised learner

This learner has shown great focus, high standards, and a strong work ethic. In class, they take care with their work and often spend extra time at breaks making sure it is done well. In the workplace, they have 100% attendance and have done very well in both the shop and café, making hot drinks, using the till, and talking confidently with customers. Their reliability, attention to detail, and professionalism show they are learning the skills that employers look for.

Kelly

When Kelly joined the Supported Internship programme, she quickly made a positive impression. Her tutor at SS&L describes her as "a breath of fresh air" in the classroom. Kelly is always engaged in her learning and tries her best, even when tasks feel challenging. She works well with staff and other learners and shows respect and kindness every day. One of her personal goals has been to become more independent, and with support from SS&L, she is making great progress and growing in confidence.

The Supported Internship programme helps young people build important skills for the workplace, such as teamwork, communication, and problem-solving. Kelly takes these lessons seriously and works hard to develop her employability skills. Her steady determination and commitment stand out, and her tutor believes she will be a real asset to any employer in the future. Kelly's journey shows how the right support from SS&L can help young people prepare for a successful and confident step into work.

Bridgwater College is excited to continue supporting learners with opportunities

Bridgwater College is excited to continue supporting learners as they progress into meaningful employment and greater independence. The college is committed to providing clear pathways from education into the workplace, ensuring that every learner is equipped with the skills, confidence and experience needed to succeed.

We offer a wide range of supported employment opportunities, including roles within our off site partnerships with ASP (Avon and Somerset Police), Bridgwater Hospital, Bridgwater College Academy and Casa Di Lusso Care Home. These settings provide real-life working environments where learners can develop practical, transferable skills while being supported by experienced staff. Learners benefit from personalised programmes tailored to their individual strengths, aspirations and support needs. This includes employability training, work preparation, travel training, and the



development of essential workplace skills such as communication, teamwork, time management and problem-solving. Whilst working alongside the various community partners, learners gain valuable hands-on experience in professional environments. They are supported by job coaches and mentors who provide structured guidance, help them understand workplace expectations,

and gradually build their independence and confidence. Support may include on-the-job coaching, assistance with understanding tasks, help with workplace routines, and regular progress reviews to ensure learners are achieving their goals. In addition the learners receive help with CV writing, interview preparation, job searching, and transitioning smoothly into paid employment.

Our aim is to ensure that every learner feels empowered, prepared and supported as they take their next steps beyond college. By offering tailored support, real-world experience and strong partnerships with employers, Bridgwater College is proud to help learners move successfully into employment and build fulfilling futures.

Bridgwater Health and Social Care Supported Internship Programme

To find out more and how to apply:

CONTACT: Alison Ward: warda@ucscollegegroup.ac.uk
Jazmin Murray: murrayja@ucscollegegroup.ac.uk
www.bridgwatercollege.ac.uk/courses/detail/supported-internship-bridgwater-hospital/



The Health and Social Care Supported Internship Programme

The Health and Social Care Supported Internship Programme supports young people with an Education, Health and Care Plan (EHCP) and/or additional learning needs to develop the skills, confidence, and experience required for paid employment within the health and social care sector.

Who Is the Programme For?

- Young people aged 16–24 with an EHCP and/or learning needs
- Learners interested in careers in health and social care
- Individuals preparing for paid employment
- Learners who benefit from structured, personalised support

What Does the Programme Include?

- Supported work placements within health and social care setting
- On-the-job training with guidance from a Job Coach
- Classroom-based learning at Bridgwater College
- Development of key employability skills, including:
 - Communication and teamwork
 - Professional behaviour and time management
 - Confidence and independence
 - Preparation for employment or further training



How Learners Are Supported

- One-to-one support from a dedicated Job Coach
- Individual learning plans tailored to strengths and career goals
- Regular progress reviews with learners and partners
- Delivery of a weekly education day
- Gradual reduction of support to build workplace independence

Delivered in partnership with Bridgwater College, Discovery, Cassa Di Lusso Care Home, and Bridgwater Hospital, the programme provides a structured and supportive pathway into meaningful work.

WHAT THE EMPLOYERS ARE SAYING

Sareena (Employer at Casa Di Lusso)

"At Casa Di Lusso, we are extremely proud of our partnership with the supported internship programme delivered in partnership with Bridgwater Community Hospital and Bridgwater College. This collaboration has provided meaningful, hands-on opportunities for young people while bringing fresh energy, enthusiasm, and new perspectives into our teams. The interns demonstrate dedication, compassion, and a genuine willingness to learn, which positively impacts the quality of care we deliver. Working together, we have created an inclusive and supportive

environment that encourages personal growth, confidence, and skill development. This partnership strengthens our community links, supports workforce development, and highlights the importance of investing in the next generation of care professionals.



We are very proud at Bridgwater Community Hospital, to be working with Discovery and Bridgwater College to provide an internship programme. The interns are now an established part of the life of our hospital. Our interns are hard-working, polite and helpful and a pleasure to host. It is rewarding to watch as they grow in confidence. This is a great example of partnership working in our community

Pete



HPC Supported Traineeship



Our partnership with Discovery Supported Employment supports you to be matched to the right work placement and gain job coaching. You will be required to take the CITB Health and Safety Environment test as well as a HPC Induction programme.

This 16-week course offers a variety of employability learning opportunities, including:

- 8-Week Work Placements
- Visits to and from Employers
- Preparing for Interview
- Communication
- CITB Health and Safety Environment Test
- Personal and Social Development
- Personal Presentation Skills
- Work experience

This is a wonderful opportunity to be part of Europe's largest engineering construction project, and to be part of the team supporting the country to move away from fossil fuels towards greener energy production, helping to electrify Britain!

This is an employment programme for young people with SEND or Autism who are motivated to work. Usually, students have been in further education for one or two years before progressing onto this course.

The programme aims wherever possible to support you to transition into paid employment. It will also

support the development of independence skills in preparation for adult life. This is a 16-week course and you will spend 8 weeks in training to prepare you for working at Hinkley Point C. You will then undertake an 8-week work placement within Hinkley Point C or with one of their partners.

Avon & Somerset Police Pathways to Employment

The ASP Pathways to Employment Programme is designed to support learners with an Education, Health and Care Plan (EHCP) and/or a learning need to develop the skills, confidence, and transferable experience required for paid employment.

Delivered in partnership with Avon and Somerset Police, the programme offers a supportive and structured pathway into the world of work.

Who Is the Programme For?

- Learners aged 18-24 with an EHCP and/or learning need
- Young people who want to develop employability and workplace skills
- Learners preparing to progress onto paid employment
- Individuals who benefit from structured, personalised support

What Does the Programme Offer?

- Employability skills development, including
- Communication and teamwork
- Timekeeping and professionalism
- Confidence and independence
- Supported learning in a safe and inclusive environment
- Preparation for progression into paid employment or further training

How Learners Are Supported

- Personalised learning plans tailored to individual strengths and goals
- Ongoing guidance from experienced staff
- Structured support to build independence and readiness for work
- Regular reviews to monitor progress and next steps

“

The students' positivity and commitment shine through, and seeing them thrive and develop their life-skills in preparation for future employment is a reminder of how impactful strong local partnerships can be.

”

Rose

Confidence, Skills & Community: Inside the Street Supported Internship

© Maya Godfrey (Supported Intern)



The support and guidance given is provided by Strode College, Discovery and the wider community and working groups. The programme is a year long course which includes 3 placements within the local area.

The Supported Internship is a fantastic chance to get excellent experience working in different businesses to gain confidence and to give Interns the skills to be a great employee.

Employers who are involved include:

Clarks Village - helping in Guest Services or working in the Environmental area, keeping the village area clean and tidy.

Chalice Well, Interns have helped to make sure the accommodation is kept neat and tidy.

Glastonbury Abbey placements have provided brilliant opportunities to work in the grounds, gardening and also in the café.

Mendip Hospital has given an Intern the chance to try out portering and working in the kitchen.

The jobs are varied and we try to match the Intern as best we can with the working partnerships we have. The work placements are from Tuesday to Friday and Mondays are spent in the classroom gaining the knowledge, skills and behaviour needed to both find paid work and to become a valued employee once in the workplace. Job coaches are available to support the Interns with the transition into each workplace.

To find out more and how to apply:

CONTACT Juliet Powell: powellju@ucscollegegroup.ac.uk
Call: 07350 409624 for a discussion and an application form.

Charlie's story from Clarks Village

In 2023, Clarks Village partnered with DFN Project SEARCH, Strode College, and Discovery to launch a Supported Internship for young people with disabilities, learning difficulties, and those who are neurodiverse. Clarks Village offers placements, workplace mentors, and a base room for these young people during this crucial one-year transition-to-work programme.

"Hi, I'm Charlie. I started at Strode College in 2022. I have always wanted to work - I like keeping busy - but I thought I would never have the chance, as I struggle with confidence in interviews. I was diagnosed with learning difficulties at a young age and received support when I was at school. I've always wanted to be independent and to get a job so I could stand on my own two feet.

In 2024, I started the DFN Project SEARCH Supported Internship and had my first work placement at Clarks Village. My job role was supporting customers with the Guest Services

team. On my first day as an intern, I felt so nervous. I wanted to get out there, but I felt shy. I had nothing to worry about though, because the team were so polite, friendly, and supportive - especially my workplace mentors.

During my internship, I learned how to use and deliver the mobility scooters, operate the radio, answer the phones, write and respond to emails, manage lost property, and help talk to

customers. I had never had the chance to do anything like this before. I was supported by Mitie to learn new things every day, and I gained so much confidence. When I found out there was a job opening with Guest Services, I had to go for it! I thought, you never know - you might get the job. I went for an interview. I was allowed to have my job coach with me, and I had my book with notes beside me - but I didn't look at it too much, as I was prepared. Two weeks later, I got the call: I got the job! Now I'm working a 21-hour contract with Mitie at Clarks Village, and I wouldn't want to work anywhere else. I love my team - they treat me like family. I love it when customers come up to me and ask questions, we have some local regulars from the community that come in, who I love to see. Having a paid job has changed my life for the better."



Taunton College: Classroom to Career - Real Work and Real Futures

Our Taunton College Supported Internship Programme (SIP) offers a range of employment opportunities. We have a long-standing relationship with Musgrove Park hospital, where Interns have experiences in offices, wards, and other outlets within the hospital. We have a SIP in partnership with SASP (Somerset Activity Sports Partnership) in which the interns gain experience in offices, leisure centres and sport engagements within the community. New this year we have worked closely with the County Council offering a Digital Services SIP, where the interns work within various departments with a specific focus on developing the digital skills of both Interns and employers.

All of the Taunton College young people gain the chance to learn in real workplaces while still being supported by the College team and Job coaches from Discovery and SASP. Interns spend most of their week with an employer, gaining skills such as customer service, teamwork, timekeeping, and independence. We match students to placements that fit their strengths and interests, helping each person shine in their own way. These programmes are shaped around each student. We adapt tasks, give 1:1 coaching, and help interns learn work-ready behaviours such as communication, problem solving, and staying organised. Families tell us they see huge personal growth in confidence throughout the year.

LOOKING AHEAD - HOW TO APPLY

We are excited to welcome new interns next year. Young people can apply through the Taunton College website, by speaking to their school or SEND team, or by contacting our Foundation learning staff. Applicants will be invited to an information evening at the Taunton College Conference Centre, followed by skills-based assessments and interview so we can ensure the young people are ready for a world of work. Our goal is simple: to help every young person discover what they can do and open the door to employment.

To find out more and how to apply:

CONTACT: Luke Fielder at fielderl@ucscollegegroup.ac.uk

www.tauntoncollege.ac.uk/courses/detail/supported-internship-digital-future/



The Musgrove Park Hospital Supported Internship...

This programme is an excellent way to prepare you for the world of work and centres on you being part of a busy hospital. Working from a base classroom at Musgrove Park Hospital, you study employability skills, how to identify your strengths and areas to develop, and prepare for work rotations based in different departments within the hospital.

In partnership with Discovery Supported Employment team and Somerset NHS Foundation Trust, we will support you in and out of work to prepare for sustainable paid employment in or outside of the hospital. You will undertake the hospital induction training and develop skills in the care sector. You require an enhanced DBS which you are supported to complete prior to starting the course.

During your studies, you will also continue to work to improve your maths and English skills.

Topics may include:

- Searching and applying for a Job
- Preparing for Interview and communication
- Independent Living Skills, and Personal and Social Development
- Personal Presentation Skills
- Work Experience





Digital Supported Internship Programme

Our intern joined the Digital Supported Internship Programme. From the outset, he showed enthusiasm and a strong desire to learn, but it is during his internship that his confidence and capability have truly flourished.

During his first rotation within Drew's team, he delivered an extremely strong performance. He worked proactively and confidently, quickly becoming a highly productive member of the team. He took on multiple technical tasks - including laptop imaging - and completed them with minimal support, demonstrating both growing independence and clear technical ability.

Feedback from the team has been universally positive. Colleagues have highlighted his positive attitude, reliability, and willingness to step forward and take responsibility. His confidence continues to grow week by week, matched by a strong and developing skill set. He is now transitioning to his next rotation with Alex's team, where he will continue to build on his successes and expand his experience in a new environment.

His progress is a fantastic example of how a Supported Internship Programme can bridge the gap between education and employment - enabling young people to move from full-time study into meaningful, real-world work where they can thrive.



Celebrating the achievements of our Digital Supported Interns

On Friday 12 December 2025, County Hall played host to a special event celebrating our latest cohort of Digital Supported Interns. The event brought together professionals from Discovery, local colleges, our IT department and Careers & Pathways team, along with parents, carers, and the interns themselves, to mark the successful completion of their first rotation.

During this first placement, interns developed practical digital skills, contributed to real-world projects, and supported one another in building confidence and work-readiness for future employment. This programme reflects our commitment to creating inclusive opportunities, ensuring every intern gains the essential skills needed for success in the workplace.

At the celebration event, interns shared their experiences from the first rotation, highlighting the skills they have learned and their aspirations for the next rotation and beyond. They also answered questions from attendees, offering valuable insight into their journey so far.

Chris Attridge, Supported Employment Digital Internship Job Coach, shared his thoughts on the event and the internship programme overall:

"We had a terrific afternoon at the Taunton digital intern EPM presentation. The Interns were bold and eloquent in sharing their experiences so far, of the work on their internship and this included a presentation by one. This was very impressive as it was their first time speaking at an event in front of an audience. I can genuinely say that thus far the programme has been a success, with both department managers and workplace mentors very impressed with the output and quality of work from our dedicated interns."

It was also noted that they also added vital interpersonal skills, including becoming team players, learning about workplace culture and utilising Teams to liaise with others on project related work, therefore adding important life skills to their repertoire.



The SASP Supported Internship

This course is designed for students with Social, Emotional and Mental Health (SEMH) needs, who are seeking a supportive pathway to employment within the sports and leisure industry.

It provides a tailored learning experience aimed at empowering individuals to overcome barriers and unlock their full potential. Whether you're passionate about sports or seeking a fulfilling career in a dynamic industry, this programme offers the necessary support and skills development to kickstart your journey towards success.

The course will be based at the Somerset Activity and Sports Partnership (SASP) offices located in Wellington. This location provides students with direct access to industry professionals and resources within the sports and leisure sector. With a focus on empowering students with SEMH needs, this programme offers more than academic learning, it provides real-world opportunities for personal growth and career development. Partnering with SASP ensures students receive hands-on training from industry professionals, supported by dedicated job coaches. Students will gain practical experience through diverse work placements with professionals, such as:

- School Games Organiser
- Jump Start Mentor
- Health and Wellbeing Coach
- Marketing and Communications Officer
- Children and Family Workers
- Administration and Finance Personnel
- Disability Project Officer
- Swim School Assistant

Students will participate in 16 hours of work placement a week, within the Sports & Leisure industry, potentially with SASP or one of their partner organisations, supported by SASP job coaches. One-day learning sessions held at SASP offices, which will include English and maths, tutorials, and employability workshops.

Our intern had been referred to SASP in Year 9 due to low confidence and difficulties with emotional regulation, which were affecting his engagement in school. Despite these challenges, he had a clear passion for swimming and enjoyed supporting younger children. This interest became the starting point for renewed engagement.

Working with SASP, he gained a placement in their Swim School, where he flourished. He built a strong relationship with Amy, the Swim School lead, and his confidence grew rapidly. He passed his lifeguard qualification with excellent results, progressed to the Level 1 Swim Teaching qualification, and achieved this with continued mentoring and hard work.

Alongside his main placement, he spent a day each week with Everyone Active and independently applied for a job with 1610 - successfully securing the role. His journey from a disengaged student to a qualified lifeguard, swim teacher, and employed professional shows how relational, strengths-based support can unlock potential. He now thrives in paid employment at a local leisure centre.



Yeovil College: Building Futures Through Supported Internships

Yeovil College has been offering Supported Internships for over thirteen years. During this time, many learners with SEN have achieved what many people thought they could not achieve, meaningful, paid employment.

Working through a collaborative partnership with Discovery for several years, the Yeovil College Supported Internship Programme has developed and grown to be what it is today. Together, with the support and guidance from DFN Project Search it has allowed the programme to expand from being a one business internship, with Yeovil District Hospital which is now in its thirteenth year.

Today, we are proud to share that prestigious employers such as Leonardo Helicopters UK, Kuehne + Nagel, Thales Group, and Jones Building Group all work with our interns to give them the start to their working career. Over the past

four years the programme has grown exponentially, which has enabled the partnership to offer a wider and more varied type of work experience that can suit almost all prospective interns.

The success of the Yeovil College Supported Internship Programme goes from strength to strength each year. This means continuous development and growth. We have several additional employer partners looking to work with us, each appreciating the value a Supported Intern would bring to their organisation.

Supported Internships offer a fantastic opportunity for young people aged 16-25 years old with an EHCP or SEND to gain the start they need in life to get on the job ladder and start that career they desire. It can be from stocking shelves to helping build a submarine. No matter which pathway you are looking to take Yeovil College and their partners



Discovery, Somerset Council & DFN Project Search and the wide range of businesses we work with can help you start that journey. Our focus young people and helping them get the future they deserve.



Yeovil District Hospital works in partnership with Yeovil College

Yeovil District Hospital is part of the Somerset Foundation Trust. A Supported Internship programme has been running at YDH since around 2013 in partnership with Yeovil College. The interns are offered the opportunity to experience a wide variety of job rotations from housekeeping to clinic prep and catering to portering. The Supported Interns on the YDH programme are always welcomed with open arms by all the departments they work in. The managers and mentors support interns not only gain work-related skills but also confidence and resilience to work in a large business like the NHS. Being an intern at YDH does not mean you have to work in Health Care. The skills the interns gain on rotations are always transferable to other workplaces and industries. As

you would expect the YDH Team do not just care for and nurture patients, they do this to the interns too. This is the perfect business to work in as a first step towards paid employment when you have no previous work experience.

To find out more and how to apply:

CONTACT: Ross Lanchester
ross.lanchester@yeovil.ac.uk

 www.yeovil.ac.uk/course/337201/supported-internships-september-2026-start/

CASE STUDY

Sam - Yeovil District Hospital Supported

Sam had an excellent start to the programme with his placement in the catering department. He started well and fitted into his role and team. Though as the department got busier, he struggled a little. Generally, his effort could not be faulted and the feedback from the manager was excellent.

Sadly, due to the unforeseen staff shortage and the workload in the department they could not keep Sam on. Though he did well and was very resilient when it came to the change. He acted very maturely and positively about this issue.

Sam worked well in his next placement doing admin at the Academy at the hospital. There are a few things he needed to work on, for example focusing more and trying not to rush his work. Sam also needed to remember to ask for help when he was unsure of what to do. This really was not a sign of weakness.

For Sam's final rotation he worked in front of house in the canteen. Hospitality really is one of Sam's

strong points. He cleared the tables, wiped them down, and disposed of the waste in the canteen. Sam also worked as a kitchen porter during his third rotation, which included loading and unloading the dishwashers. Sam was generally a very positive person to have in the workplace. He did not shy away from tasks and had a can-do attitude.

Post Internship:

On the 6th September 2025 Sam started his paid job at Shaftesbury Hospital / Westminster Memorial Hospital joining the in-house Facilities Team 16-hour part-time role.

This role is mixed skilled role including cleaning, catering and waste collection as a porter. Sam is really enjoying his work and has fitted into the team at the hospital. This mixed role gives Sam the opportunity to show his skills and resilience he built while on the YDH Supported Internship Programme. Sam continues to demonstrate his 'can-do' attitude towards work and has a very bright future ahead of him.

Thales Group

THALES

Thales Group is a manufacturing company that create sonar products for defence submarines and search and rescue underwater systems. On this site, interns can explore a whole range of jobs with an exciting focus on manufacturing! Interns can contribute to manufacturing products for submarines. At Thales you can do roles from manufacturing to cleaning to software to groundskeeping and so much more.

The Ministry of Defence and other governments buy products from Thales, so what you make here is top secret! To attend this site, you will need a security clearance to make sure you are responsible and can be trusted to not share information. This site is for people 17+ and you must be a UK National.

THALES CASE STUDY: OSCAR

Oscar was one of our first interns on the Thales Supported Internship Programme. Oscar tried a lot of different rotations from project management to the canteen to quality assurance and more. Oscar wasn't sure what he wanted to do as a job, so he used the internship to try as many things as possible.

During his time on the internship, Oscar spoke a lot about his hobbies of gaming and creating videos, and how he would love to work in the games industry. Our Thales tutor showed Oscar that through the Yeovil College University Centre, he could study a degree to help him get into games design. Oscar loved this idea and his tutor helped him enrol at Yeovil College for the foundation degree course.

Gaining a higher qualification will help Oscar to learn and develop more skills that will be focused on his dream job. This is a great outcome for Oscar and will help him to keep progressing!





Leonardo Helicopters leading manufacturer of helicopters

Leonardo Helicopters is an Italian multinational company specialising in aerospace, defence, and security. Leonardo Helicopters is a leading manufacturer of helicopters, providing a wide range of rotorcraft for both civilian and military applications.

The company produces helicopters for various purposes, including transport, search and rescue, law enforcement, medical evacuation, and military operations. Leonardo helicopters are known for their advanced technology, reliability, and performance.

Kuehne+Nagel is one of the largest logistics companies in the world, providing a wide range of services to various industries, including freight forwarding, contract logistics, and supply chain management.

Kuehne+Nagel serves a wide range of industries, including automotive, aerospace, consumer goods, healthcare, pharmaceuticals, retail, technology, and more. It offers industry-specific logistics solutions to meet the unique requirements of each sector.



A STAR INTERN AT KUEHNE+NAGEL!

Callum was one of our star interns on the Leonardo/K&N Supported Internship. Callum joined our internship after getting his diagnosis as an adult, finally understanding why his previous jobs didn't work out for him. Callum joined Kuehne & Nagel in their warehouse in the Goods In team. This rotation involved sorting deliveries and unpacking shipments of parts ready to store in the warehouse and be sent to the engineers.

Callum's manager spotted that Callum was great at this role due to it being practical and they were very impressed with him. The role involved using a computer which was identified as the skill he needed to keep working on. Callum's manager spoke with our Supported Internship tutor and job coach and asked that Callum stay for his next rotation so he could learn the full job role.

A full-time vacancy came up in the Goods In teams and Callum's manager encouraged Callum to apply and interviewed him for the role. Callum was offered a position as a Logistics Operative, working in the role that his rotation was doing. Callum's story goes to show that if you stick with something and keep learning, your hard work can pay off!



Yeovil College's Digital Supported Internship Programme

Designed for people that want to develop a career in IT or digital industries. This might include coding, cybersecurity, digital administration or IT services, and more.

Our Digital Internship takes place across all of our main businesses. You simply pick a business you would like to work in (Leonardo/K&N, Thales, Yeovil Hospital, or Numatic) and then you will have access to the digital jobs in that business.

MASTERCLASSES: Our digital interns get to attend masterclasses led by our computing teaching team at Yeovil College where once a month they will learn key digital skills used in the workplace and have the opportunity to achieve some mini-industry certifications. They will meet with digital interns from across the businesses to come together to learn new digital skills!

Exciting new offers for SEPTEMBER

SOMERSET COUNCIL SIP

This is for young people aged 18-25 with an interest in experiencing work within one of the largest employers in the county, Somerset Council with the opportunity to work across different departments within the Council with continuous support from dedicated tutors and job coaches throughout the programme.

LUKE FIELDER: fielderl@ucscollegegroup.ac.uk
www.tauntoncollege.ac.uk/courses/detail/supported-internship-somerset-council/



THE EXMOOR SUPPORTED INTERNSHIP

This is for young people aged 18-25 who would benefit from extra support to transition into employment, and who are excited by the opportunity to experience work across a wide range of diverse and inspiring organisations in West Somerset and on Exmoor. It will offer hands-on experience in a variety of organisations, from Exmoor National Park to an exciting mix of Exmoor and West Somerset businesses and charities. Example placements may include: Farm/Agricultural/Land-based work, Administration, Catering, Estates/Facilities/Maintenance Assistant, Animal Care, Photography and Database/archive development

SHAUN PAVEY: spavey@sslcc.co.uk
www.sslcourses.co.uk/school-leavers/supported-internships/



THE NUMATIC SUPPORTED INTERNSHIP TBC

Numatic is a well-known manufacturing company based in Somerset, famous for creating high-quality cleaning equipment, including the iconic Henry vacuum. They design, build, and distribute a wide range of reliable products used in homes, schools, hospitals, and businesses across the UK and around the world. As a large employer in the area, they are offering digital roles for the upcoming year.

ROSS LANCHESTER: ross.lanchester@yeovil.ac.uk
www.yeovil.ac.uk/course/337201/supported-internships-september-2026-start/



YEOVIL TOWN FOOTBALL CLUB

This opportunity is for young people aged 18-25 who may need support to transition into employment and with an interest in experiencing work in a renowned Football Club. Work in different areas and settings across the Football Club's day-to-day varied functions and operations. Examples of work placements can include: administration, media, hospitality, catering and kitchen duties, ground staff support, horticulture and retail.

ROSS LANCHESTER: ross.lanchester@yeovil.ac.uk
www.yeovil.ac.uk/course/337201/supported-internships-september-2026-start

COMPASS @RNAS YEOVILTON

A new Supported Internship with Compass Group at the exciting RNAS Yeovilton site! This opportunity is ideal for young people with SEND or additional needs who are interested in hospitality and catering, retail, front of house roles, and waste management. Interns will gain hands-on experience in a lively, real-world workplace while building confidence, skills, and a clear pathway towards paid employment.

CALL SWRAC: 01202 848099 + SELECT OPT 2
or call 07593440079
email: referrals@swrac.ac.uk to find out more



Why we got involved

Michael Wood, Early Careers Training Manager at Leonardo in Yeovil, describes why he is proud to be a part Somerset's Supported Internship programme.

“As a global company with strong local roots, we believe everyone should have the chance to gain real work experience, build confidence, and develop skills for the future.”

Why we got involved

We wanted to create a structured and meaningful work experience for young people, that gives them the opportunity to succeed in a real workplace. Supported Internships allow interns to show their strengths, grow at their own pace, and feel part of a team. In return, our business benefits from fresh perspectives and a more inclusive culture.

A range of placements across our site Supported Interns at Leonardo Helicopters can experience a variety of roles, helping them explore different career paths and develop transferable skills:

HR, Customer Support & Training

- supporting administration tasks, organising information, helping with training resources, and learning how people are supported across the business.

Project Management - assisting teams with planning activities, tracking tasks, organising documents, and understanding how projects are delivered.

Onsite Print Facility - helping with printing, sorting, preparing materials, and learning about quality and accuracy in a busy working environment.

Onsite Partners: Kuehne + Nagel - gaining experience in logistics and supply chain tasks, including organisation, stock handling, and following clear processes.

These placements help interns to build skills such as communication, teamwork, timekeeping, and problem-solving, while working alongside supportive colleagues.

The impact on our workplace

Our teams have welcomed Supported Interns and value the opportunity to mentor and support them. The programme encourages clear communication and teamwork, creating positive changes that benefit everyone.

Celebrating success

One of the most rewarding parts of the programme is seeing interns grow in confidence - from settling into their role to proudly posing next to a helicopter on site. These moments highlight what can be achieved with the right support.

Looking ahead

We are proud to continue working with Somerset's Supported Internship collaboration. By offering varied placements across our business and partners, we hope to help more young people take confident steps towards employment and independence. At Leonardo, Supported Internships are about opportunity, inclusion, and unlocking potential.



Hinkley Point C Supported Traineeship is an award-winning programme

The Hinkley Point C Supported Traineeship is an award-winning programme. It offers those aged 18-24 with SEND (with or without an EHCP) the opportunity to receive work readiness training, specifically tailored to Hinkley Point C (HPC) followed by an 8-week work placement with a HPC contractor employer. It's designed to help those ready for work to make that transition in a supported way by facilitating one of Discovery's Supported Employment Job Coaches, and provides an opportunity to develop workplace skills, build confidence and demonstrate strengths on a fascinating Project!

The programme runs from September to December 2026, and during this time Trainees experience a sealed bus site tour of HPC, a bespoke Project Induction, tailored health & safety training, travel training and HPC site visits alongside content delivered by a range of HPC staff to help Trainees familiarise themselves with the Project. The training, delivered by Bridgwater College, takes place at the National College for Nuclear in Cannington (near Bridgwater), and the placements could either be at HPC Site or the Bridgwater area. The type of work placement roles we have been able to offer in the past include customer service, hospitality, admin, security, data, logistics and warehousing.

So far, we have welcomed 38 young adults to HPC as part of this programme which we are incredibly proud of. We have been able to help over 60% of these find onwards paid employment, many of them at HPC. These young people have proven their incredible skills, loyalty and work ethic and we look forward to welcoming many more in the future!

This is a wonderful opportunity to be part of Europe's largest engineering construction project, and to be part of the team supporting the country to move away from fossil fuels towards greener energy production, helping to electrify Britain!

“ I'm really enjoying the traineeship. I feel like I'm learning a lot and it's really helping me. I'm having a lot of fun. I'd recommend it to others. ”

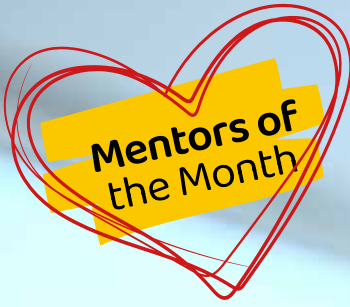
Nicole - Placed with Wincanton



“ 2026 will be our 7th year of delivery and each programme is as special as the rest. Diversity is an important part of any business or project, so at HPC we are investing in developing young adults with SEND to contribute to the first nuclear power station built in a generation. We welcome you to start your career journey with us and experience this amazing project first hand! ”

Donna Brown
EDF Programme Delivery Specialist





Every month **SOMERSET FOUNDATION TRUST** celebrates those very special employees who go above and beyond to mentor a supported intern within their ward or area of the hospitals in Somerset. Meet some of the wonderful mentors below:

One of the amazing staff members to receive the "Mentor of the month" from Yeovil District Hospital is Andy Cowie!

Andy Cowie works as a Porter and has been with the Trust for 3 years. Any is currently mentoring Josh.

Andy's words 'My favourite part of being a mentor is actively encouraging each intern to work for themselves, helping them become independent and confident in what they do. It's incredibly rewarding to see them grow and develop belief in themselves.'

Josh's words 'I have enjoyed pushing the wheelchairs and the beds and taking equipment to the wards for the patients.'

'Andy is friendly and has been a great help, supporting me to become independent and learn my way around the hospital.'

Another fantastic staff member to receive the "Mentor of the month" from Musgrove Park Hospital is David!

David is a clerical assistant working in our Radiology department and has supported Jen on reception. David teaches her calmly and with great kindness.

David's words 'It gives me great pleasure in helping people, who are so keen to learn amazing achievements. Everyone I've mentored, I have learnt as much from them as they have from me. Watching them grow in confidence and ability is amazing.'

Jen's words 'The best bit about working with David was booking patients in and using the telephone. David told me I worked well. David gave me good instructions which I followed. David knew when I was overwhelmed so he would let me do something else like printing or laminating. He is a good mentor.'



The staff to receive "Mentors of the month" from Bridgwater Community Hospital are the Facilities Team!

James Porter, Lisa Blackburn, India French, Steve Gaskins and Billy McQuaid.

The Team currently mentor interns Harrison and Andre. They have many years of service within the Trust between them, with James and Steve over 10 years and Lisa over 20 years.

James' words 'My favourite part of being a mentor to the Project SEARCH/ Discovery team is seeing the growth and confidence of the young adults over time. Having a sister on the autism spectrum, I understand how important inclusion and support are, so being able to give back and create opportunities for people with similar challenges is incredibly rewarding.'

'I love watching them develop independence - seeing someone who was nervous at first start completing tasks on their own is amazing. I also enjoy helping them build real-world skills like communication and problem-solving, celebrating small wins along the way, and creating an inclusive environment where they feel valued. Honestly, I learn just as much from them as they do from me; they've taught me patience and given me new perspectives that have strengthened my leadership skills.'

Andre's words - "I really like working on facilities and enjoy working with the all the team, they make me feel part of the team".

Harrison's words "I enjoy being at the hospital and working as a porter, the team support me well and I know what I am doing. They are also very kind and caring and I am looking forward to rotation 2 where I am going to be here full time".



Why would you recommend hosting an intern?

James Porter

I would strongly recommend hosting an intern because it creates a mutually beneficial experience for both the intern and the organization. For the intern, it provides invaluable real-world experience, helping them develop confidence, independence, and essential workplace skills such as communication, problem-solving, and teamwork. These opportunities can be life-changing, especially for young adults with learning difficulties, as they often face barriers to employment.

For the organization, hosting an intern brings fresh perspectives, enthusiasm, and often innovative ideas. Interns can challenge us to think differently and improve processes. It also demonstrates a commitment to inclusion and social responsibility, which strengthens the culture of the workplace and promotes diversity. Personally, I've seen firsthand how rewarding it is to watch interns grow - from being unsure at the start to becoming confident and capable team members. It's not just about giving them a chance; it's about creating an environment where they can thrive and contribute meaningfully. In the end, hosting an intern is an investment in people, and that always pays off.

The Facilities Team

This experience has been incredibly beneficial to the team for several reasons. First, it has improved team morale and engagement - mentoring interns gives staff a sense of purpose and pride in helping someone develop professionally. It also strengthens communication and leadership skills within the team, as supporting an intern requires patience, clear instructions, and adaptability. Secondly, interns bring fresh perspectives and enthusiasm, which often leads to new ideas and improved processes. They ask questions that make us think differently and sometimes highlight areas where we can simplify or improve our workflows.

Our supervisors and porters have played a key role in supporting the interns throughout their placement. They've provided hands-on guidance, clear instructions, and practical demonstrations to help the interns learn workplace routines and build confidence. By taking the time to explain tasks and encourage questions, they've created an environment where the interns feel comfortable and supported.

They've also been patient and adaptable, adjusting tasks to match each intern's abilities while still challenging them to grow. This approach has helped the interns develop independence and real-world skills, such as time management and communication.

Beyond the practical support, the team has shown genuine care and inclusion - making the interns feel like valued members of the team. This has not only boosted the interns' confidence but also strengthened the team's own sense of purpose and collaboration.

The Immersive Room and the impact on a Supported Employment Internship

Somerset Foundation Trust has been hosting Supported Employment Internships for over 11 years, to support inclusivity within the opportunities we provide and methods to target different minority groups. The Supported Employment Internship welcomes individuals between the ages of 16-24 to apply to a one year internship within Somerset Foundation Trust, to complete three 10 week placements of a variety of hospital-based job roles. The internship is targeted at individuals with Special Educational Needs and Disabilities (SEND) and/or autism. Most applicants will hold an Education, Health and Care Plan (EHCP) and have the aspiration to get into paid employment.

Statistics highlight only 5% of people with a learning disability are employed, despite 86% wanting a paid job. The Supported Employment Internship within Somerset Foundation Trust is a doorway for local people with SEND and/or autism to gain access to paid employment, in a supportive way.

The immersive room sessions aim to improve the interns experience by reducing anxieties and providing a more informative approach before starting a new placement. Interns are supported not only by staff but through peer discussion on expectations, challenges and success through sharing experiences from their first rotation.

Creating the Immersive Room Session

360 degree images were collected from placement areas being used for rotation 1 and due to be used in rotation 2, within the supported employment internship at Somerset Foundation Trust. Still images were also captured of placement areas, that could be digitally edited to be viewed on 3 surrounding screens of the immersive room, front, left and right. Images were collected and edited by Thomas Rendall, Simulation and Virtual Reality Technician for Somerset Foundation Trust. The Immersive Room Session was delivered by Kim Hosking, Educational Facilitator and Business Liaison for Supported Employment Internships for Somerset Foundation Trust.

The Immersive Room Session

Interns were invited to an immersive room session where discussions took place on how the immersive room could impact their experience and asked to create personal targets that they could meet by using the immersive room. Examples of this include, 'Improve my communication skills in a new environment' and 'Manage how I can adapt to working in a new environment'.



When the Images were displayed within the Immersive Room interns were asked to identify the locations shown. Then asked to describe their experiences within these working areas, including their job role, responsibilities, challenges and achievements. Peer led discussions aimed to provide real life, relatable information directly to interns, that would be looking to spend a future rotation within these areas. Questions were asked directly to interns, who were able to demonstrate confidence in their communication skills, as they were the expert on that placement area within the group.

Image of Anna and Reuben - Anna is discussing her placement for rotation 2, working with the Trust Management Team. Anna's peers were able to hear about her experience, discussing tasks and environmental factors that impacted her feelings and confidence.

Anna's words,



I am really enjoying my placement. It is a very busy office, but I am getting used to it and my mentors are really nice.



What we aim to achieve with the Immersive Room

We aim to repeat these sessions to prepare for rotation 3 and look directly at the impact of utilising the immersive room on intern anxiety before starting placement, as well as how overall prepared interns felt for placement expectations.

At Somerset Foundation Trust we want all our colleagues, interns and volunteers to feel listened to and included, to produce a welcoming and supportive working environment. The Immersive room allows us to ask questions to seek out, 'how we can help' and support individuals with specific needs to be the best versions of themselves, showing their full potential.

FOR MORE INFORMATION on the Supported Employment Internships, including getting involved and becoming a mentor, please contact:

Kimberly Hosking Kimberly.Hosking@somersetft.nhs.uk

The Importance of Supported Internships...

by Clive Hobbs

At the Kuehne+ Nagel site, which is on the Leonardo site in Yeovil, we have been privileged to play a key role in the Somerset Supported Employment Programme for the past two years. During this time, we've supported nine young people as they developed the skills and confidence needed to thrive in the workplace.

Skills and confidence. Two simple words - yet together they unlock opportunity, reshape futures, and build a young person's sense of self-worth. These qualities form the foundations of employability, and they are exactly why Kuehne+ Nagel is committed to supporting this programme. Too many young people are overlooked, not because they lack ability, but because they have not yet been given the chance to demonstrate it. We choose to help change that.

In September 2025, through a collaborative programme in partnership with Project Search's Supported Employment initiative, I mentored a young person. From day one, it was clear he was capable and bright, but the traditional education system had not been the right environment for him. Over the term, he sat alongside me and learned the fundamentals of Excel, PowerPoint, and investigative problem-solving. As a small team within the Yeovil operation, dedicating this time could easily have been viewed as a cost - but we never saw it that way.

We saw it as an investment - in him, in our team, and in a more inclusive workplace. By the end of the term, he was no longer "the intern." He was a valued colleague, trusted and treated as an equal.

“ We saw it as an investment - in him, in our team, and in a more inclusive workplace. By the end of the term, he was no longer “the intern.” He was a valued colleague, trusted and treated as an equal. ”

Our involvement in Supported Employment has not only transformed the lives of young people - it is transforming us as a company. It is reshaping how we work, how we communicate, and how we recognise the strengths of every individual. The impact has extended beyond Yeovil, inspiring the creation of the national

Kuehne+ Nagel 'NeuroPathways' Programme. The programme is already flourishing, with our Telford site now hosting six supported interns, and we are proud to have offered full-time roles to several former interns across a range of functions.

I have worked alongside neurodivergent individuals for 40 years. Individuals with unique talents and perspectives who, like all of us, sometimes simply need someone to open a door.

It's in all our gift to make a difference.



Ed's journey: purpose, progress and partnership Supported Employment at Taunton School

Discovery Supported Employment believes that work should be possible and positive for everyone. We focus on people's strengths, real job opportunities, and practical support that fits the individual. By working closely with employers, we help create inclusive workplaces where people can thrive. When the right support and environment come together, employment can change lives.

Wanting to work, but feeling anxious

Ed is a man with a learning disability who wanted a job but felt anxious about starting something new. Past work experiences had been difficult, and new places and people felt overwhelming. Before Taunton School, Ed's days often lacked routine, and he didn't yet know what job satisfaction felt like. Even so, he knew that having a job would help his self-worth.

Finding the right fit

Ed's Discovery job coach, Andrew, supported him to find work that suited his strengths. When an evening cleaning role at Taunton School became available, Andrew carefully talked Ed through what the job involved. The school agreed to a structured work trial, with practical, on-site job coaching.

During the trial, Ed was supported in learning the tasks, finding his way around the school, and travelling to and from work confidently. His strong

work ethic stood out, and after a supported interview, Ed was offered the job.

"For the first time, I was more hopeful than anxious."

A life changed through work. Since starting work, Ed says his life has changed "massively". He feels happier, more confident, and proud of what he does. He looks forward to his shifts and feels more settled in everyday life.

Ed now understands something new about employment:

"A job isn't just about money - it's about self-worth."

His support team and family have seen big changes in Ed's confidence and outlook. Taunton School describe him as reliable, hardworking, and a valued member of the team, adding: "Ed has a job with us for as long as he wants one."

Why this matters

Ed's story shows what's possible when job seekers, job coaches, support teams, and employers work together. With the right support, people can overcome barriers, build confidence, and thrive at work.



“employment has brought routine, pride, and belief in himself - and that belief is shaping a more confident future.”

INTERVIEW WITH JUSTINE MACFARLANE JOB COACH

Young Somerset's Supported Internship programme, delivered in partnership with Somerset Skills & Learning, offers life-changing opportunities for young people with additional needs. At the heart of the programme are our incredible Job Coaches, whose support, encouragement, and everyday guidance help interns build confidence, develop real workplace skills, and take meaningful steps toward their future careers.



An interview with Justine MacFarlane

"My name is Justine, and I'm a proud mum of three grown-up boys. While juggling the ups and downs of parenting, I put myself through university to gain a Post Graduate Diploma in Play Therapy, and I now have nearly 40 years' experience supporting young people and their families. I loved working as a Play Therapist, but I missed the sense of teamwork. I realised my skills could make a real difference to young adults with additional needs, which led me to join Young Somerset as a Job Coach.

Supported internships are incredibly important because there is often a big gap between education and the workplace for young people with additional needs. These programmes offer real work experience with the support needed to grow, achieve and succeed. Interns try different roles - such as working in a shop or café and discover what they enjoy and where they feel most confident.

Our first year running the programme was a real learning curve and no two days were ever the same. The group's strong personalities made each day lively and unique. They gelled quickly, forming long-lasting friendships, and it was amazing to watch them grow in confidence and independence.

The young people develop a wide range of skills, including customer service, practical hospitality experience and an understanding of business processes. These skills help them succeed during their placement and prepared them for future employment across different sectors. Seeing past interns progress into meaningful opportunities has been one of the most rewarding parts of the programme. Some have moved into paid employment, while others have found fulfilling voluntary roles, and I'm proud that Young Somerset has been able to offer both paid and volunteer positions to those who truly thrived.

My message to employers is simple: please give it a go! By creating inclusive opportunities, employers aren't only changing individual lives; they're also opening their doors to a diverse, loyal customer base. Supporting young people with additional needs benefits the interns, the workplace and the wider community. As a parent of a son with Autism, I see how valuable a supported internship would have been for him. The structure, skills and confidence these programmes provide are life-changing, and I only wish he could have benefited from the same level of support our interns receive."

We, SASP (Somerset Activity and Sports Partnership) have been running our Supported Internship Programme for two years. In this time we have seen our interns gain not only qualifications but develop their confidence, communication and much more.

Our Supported Internship programme is a great option for those that have a passion for being active and helping others to be active!

Interns typically spend 16 hours a week with us on placement and attend college (Taunton College) for a day a week.

During their 16 placement hours, interns have taken on a variety of tasks:

- Supporting our School Games Organisers at school events - timekeeping/scoring/setting up
- Planning and delivering sessions to Primary school children
- Lifeguarding and swim teaching
- Administration - research tasks and data input
- External placements at leisure centres - reception/cleaning/equipment duties

The majority of the placement hours take place at our Wellington office or events typically in the Taunton Deane area.

ABOUT SASP:

Somerset Activity & Sports Partnership (SASP) works to improve the health and happiness of people in Somerset through physical activity and sport.

We focus on helping people move more in ways that fit their everyday lives, removing barriers to being active, and supporting communities to create positive, lasting change. We do this by working with partners across Somerset to enable opportunities that are inclusive, accessible, and sustainable for people of all ages and abilities.

The SASP team is big but there are three key people who work on the Supported Internship Programme. Claire is our wonderful Job Coach who's role is to support the interns day to day. Helping to break down instruction when needed, as well as being that constant support, a listening ear and a great sounding board. Luke is our Jump Start Operations Manager and is great at building relationships with young people and offering practical advice. Laura is our Workforce Manager and helps to work with the rest of the team to arrange placement timetables, finding out what tasks across the organisation interns can get involved with.



Supported Employment Conference: Pathways to Employment: Opening Doors for Young People with SEND

On November 27th this Pathways to Employment event brought together parents, carers, young people, and professionals for an inspiring day focused on exploring post-16 opportunities for young people with Special Educational Needs and Disabilities (SEND).



The event was hosted by the Somerset Supported Employment Team, part of the Careers and Pathways team, alongside the Imagine the Possibilities team. Together, these teams are committed to creating inclusive pathways and supporting young people with SEND to achieve their aspirations.

Parent Representative from the Somerset Parent Carer Forum, Richard Hobbs, said:

"The work that the Somerset team has done on supported internships is very impressive. Compared to other areas of the country, it's clear they are leading the way in this development. "However, as parents, we also have an important role to play in sharing stories and opportunities so that we can continue to increase access. This is especially vital because we live in a rural county with poor transport links, and not all needs are being met yet."

The day featured powerful stories from guest speakers who shared their personal journeys, alongside practical workshops designed to broaden horizons and provide families with the tools they need to navigate the next steps. Workshops covered a range of topics, including transition to adult social care led by Chloe Boobyer, future planning with Rhiannon Gogh from PlanIt Future, the role of a job coach presented by Shona Howes and Tatjana Bodman from Discovery, and understanding the benefits and welfare system delivered by Melanie Yard and Daisy Hanson from the Department for Work and Pensions.

Attendees also had the opportunity to connect with employers, educators and support services through information stands, gaining valuable guidance and resources to support successful transitions into adulthood.

Julie Young, Senior Advisor Careers and Pathways at Somerset Council, said:

"We are incredibly grateful to all our partners who joined us at the Supported Internship Conference. It is through a collaborative approach that we can truly empower young people with SEND, vulnerability or disadvantage to thrive in the workplace.

"The success of this model lies in the shared commitment and dedication of every organisation involved, and together we are making a real difference."

We're dedicated to ensuring that every young person, regardless of ability or background, has access to meaningful opportunities and support. Through events like Pathways to Employment, we aim to break down barriers, promote equality, and help young people with SEND thrive in education, employment, and life.

Alumni Network On the Airwaves

In 2025, the Future First Alumni Network was relaunched with a renewed vision to focus on the interns themselves. Designed to strengthen community and celebrate achievement and milestones.

Working closely with Job Coaches the team has successfully signed up the vast majority of Supported Employment interns from the 2025/26 cohort.

This collaborative effort reflects the shared commitment to ensuring that every intern feels included, supported, both during their internship and beyond.

We have even bigger plans for the Alumni Network this year, with the first episodes of the Somerset Council Imagine the Possibilities: Supported Internship Podcast having already recorded. This exciting new podcast will give a voice to Supported Internships with episodes on the experience of interns, the journeys of Job Coaches, outlining what a Supported Internship is, and much, much more.



The Impact and Value of Somerset's SIPs

Investing in Potential: How Somerset Is Redefining the Future for Young People With SEND

In Somerset, a quiet revolution is taking place, one that is transforming the lives of young people with special educational needs and disabilities (SEND) and reshaping what inclusive employment can look like. The county's rapidly expanding Supported Internships programme, *Imagine the Possibilities*, is proving that when the right support meets real opportunity, extraordinary things can happen.

A report from NDTi (National Development Team for Inclusion) and Somerset Council highlights the economic and social value of Local Authorities' investment in Supported Internships.

Over the past three years, more than 100 young people have taken part in these highly personalised, work based programmes. Led by skilled job coaches and delivered in partnership with employers from hospitals to engineering firms, the internships give young people a chance to learn by doing, building confidence, independence and employability in real workplaces.

The result? Life changing outcomes. Interns like Sophie, now supporting swimming lessons, and Isla, thriving in a hospital IT department, have discovered strengths they never knew they had. James, once overlooked in traditional interviews, is now an indispensable member of a business intelligence team. Even when the journey is challenging, as in Noah's case, the programme offers a springboard to independence, new skills and a growing sense of belonging.

Beyond the individual transformations, the economic story is compelling. The programme generates an estimated £9.35 in social and economic value for every £1 invested, driven by increased wellbeing, reduced support costs and rising employment.

Somerset's Supported Internships aren't just creating jobs, they're shifting expectations, empowering families, inspiring employers and proving that inclusive employment is both socially transformative and economically smart. It's a model with the power to reshape futures, one young person at a time.



Creating a System Built on Possibility

In Somerset, the Imagine the Possibilities team is working with partners to create a system that feels supportive, clear, and genuinely centred on children, young people, and their families. We champion strengths, aspirations, and the unique potential of every learner. Through close collaboration with services and local communities, we are shaping a culture where families feel heard, professionals feel connected, and young people are supported on their journey towards living their most fulfilled adult lives. In Somerset, support begins with possibility - and grows through working together.

Our Together from the Start guide embodies this commitment. Co created by Somerset's special schools

and settings within sen.se, alongside the Somerset Parent Carer Forum, it offers a clear, reassuring introduction for families as their child begins their Early Years Foundation Stage (EYFS) journey in a specialist setting. Starting school is a major milestone, and the guide is designed to help that transition feel calmer, clearer, and more connected - ensuring families are involved early and collaboratively, with less duplication and more clarity.

Alongside our work on SIPs, we are developing an Educators' Guide to support every learner, regardless of their needs, on their pathway to a meaningful and fulfilled adult life. We have also developed multi agency pathway planning panels to strengthen this journey, bringing professionals together to plan

proactively, share insight, and ensure the right support is in place at the right time.

Together, these developments reflect our shared ambition: a Somerset SEND system built on partnership, purpose, and possibility.



Could Your Business Host a Supported Intern?

Somerset is actively developing new Supported Internship programmes and is looking for employers ready to make a meaningful difference. Whether you are a small business with space to host one Supported Intern, or a larger organisation interested in developing your own Supported Internship programme within your industry, we would love to hear from you.

Supported Internships give young people with additional needs the opportunity to build real workplace skills, confidence and independence through structured, supported work placements. For employers, they offer access to motivated individuals, the chance to develop future talent, and a meaningful way to strengthen inclusion, diversity and social value within your organisation.

We are seeking forward-thinking organisations across all sectors who are keen to work in partnership with Somerset. Larger employers may wish to host multiple interns or develop a bespoke programme aligned to their workforce needs, while smaller organisations can play a vital role by offering a single placement with tailored support.

To explore the benefits for your organisation and find answers to common questions, take a look at our Employer's Guide:



FORUMS Supporting SEND Futures

Supported Employment Forums are regional collaboration groups meeting termly online, the forums bring together a wide network of partners including schools, FE colleges, training providers, supported internship providers, local authorities, employers, job coaches and parent representatives. This multi-agency approach allows stakeholders to work collaboratively to improve employment outcomes for young people with SEND, ensuring pathways into work are supportive, responsive and shaped by the needs and aspirations of young people. If you would like to join the forum please contact efrance@fiveways.school

Through shared learning, training and practical resources, the forums help strengthen Supported Employment and Supported Internship provision across local areas. By connecting education, employment and support services, they create sustainable routes into meaningful, paid employment and encourage employers to adopt more inclusive recruitment practices. The forums also provide opportunities to reflect on current practice, respond to emerging challenges and build stronger partnerships, ensuring that young people with SEND are supported to gain the skills, confidence and opportunities they need to succeed in the workplace.

In Somerset, a strong and collaborative approach is helping to shape brighter futures for young people through Supported Employment. Our Educators Forum works closely with FE colleges and training providers across the county, partners are creating supportive and forward-thinking pathways that help young people develop the skills, confidence and experience needed to succeed in the workplace. This joined-up approach is unique and something the county can take real pride in, demonstrating a shared commitment to Supported Employment, opportunity and success. At its heart is a clear focus on fulfilling young people's lives by helping them move into meaningful, sustainable employment.

Alongside this work, Somerset has developed an Employer Forum that brings businesses and partners together to shape future employment opportunities. Through open discussion and collaboration, employers are able to reflect on current practices and respond to the changing needs of the workforce. This allows organisations to be both reflective and reactive, adapting recruitment methods and operational approaches to become more inclusive. By working together in this way, Somerset continues to build stronger pathways into employment and create opportunities that enable young people to thrive.



The SEET Programme

Thanks to investment from the UK Shared Prosperity Fund, Somerset's Seeking Education, Employment or Training (SEET) Programme remains a vital support for young people furthest from education, employment, or training.

Reaching Young People Who Have Fallen Through the Net

Supporting NEET young people with no funding, no pathway, and no access to existing help This project aims to support economically inactive young people who are NEET (Not in Education, Employment or Training) and currently without funding or access to mainstream provision. Many have recently fallen outside existing support systems and face significant barriers to work, including poor mental health, anxiety, trauma, and unmet additional needs.

Through cohesive, locally tailored support, the programme helps young people overcome these barriers by offering mentoring, advocacy, basic skills development and preparation for employment. Built on proven, evidence-informed mentoring and advocacy approach, the project focuses on those furthest from engagement - young people for whom traditional education, training or employment routes are not currently accessible. It extends support to those outside the scope of funded provision, ensuring no one is left behind simply because they do not fit narrow eligibility criteria.

WHO THIS SUPPORT IS FOR

This programme supports unfunded NEET young people, including those who:

- Left Post-16 education early, particularly Year 13 learners with no progression route and insufficient qualifications to move on.
- Have SEND (Special Educational Needs & Disabilities) and require additional help to become employment -ready, including those whose EHCP has been ceased.
- Are care-experienced, facing complex transitions and limited informal support.
- Are Year 14 (post-18) and have become economically inactive, "lost" to fragmented or limited services.
- Are Post-16 Electively Home Educated (EHE) young people who missed significant periods of statutory education and are now unable to progress - placing them at high risk of long-term unemployment.



Imagine the Possibilities Shines at the Somerset Business Awards

We are delighted to share that Imagine the Possibilities, Somerset Council's Supported Employment Team, has won the Investing in Somerset category at the Somerset Business Awards 2026.

The award recognises organisations that make a positive and lasting contribution to Somerset communities. This recognition reflects the team's ongoing work supporting young people with a wide range of support needs to move into meaningful employment across the county.

The programme is built on strong partnership working, with close collaboration across the Careers and Pathways team, the Somerset Education Business Partnership, the Somerset Careers Hub, and colleagues across Somerset Council. This joined-up approach helps ensure young people receive consistent, high-quality support and that employers feel confident offering supported employment opportunities.

Thank you to all colleagues and partners who contribute to this work and continue to champion supported employment and positive outcomes for young people across Somerset.

We also want to recognise the contribution of Supported Internship students, past and present, whose commitment and determination sit at the heart of the programme's success.

Congratulations to everyone involved in Imagine the Possibilities for this fantastic achievement and well-deserved recognition.



Bridging the Cliff Edge at 18

Too many young people lose support overnight when they turn 18 as funding ends and services withdraw. This initiative deliberately bridges that cliff edge, providing continued access to intensive, relational support beyond age-based and stage-based cut-offs.

By traversing arbitrary boundaries - such as Post-16/Post-18 status, qualification levels or programme eligibility - the project offers a seamless, flexible service for young people who need more time and tailored help to move from education, EHE or inactivity into sustainable employment.

A Supported Route Into Work

The SEET Programme builds on the strengths of its model of Advocacy and Mentoring, integrating this with Supported Employment and Job Coaching approaches. Together, these provide long-term, intensive support for young people experiencing:

- Mental health challenges and anxiety
- EBSA (Emotionally Based School Avoidance)
- Diagnosed and undiagnosed SEND
- The lasting effects of trauma and disengagement

THE RESULT: a realistic pathway into work for young people who are currently NEET, unfunded, and at risk of being left behind - simply because support ran out too soon.



When Every Door Closed, We Opened One

Somerset's Pre-Supported Internship Programme

For young people with an Education, Health and Care Plan (EHCP) who were told "we can't meet your needs", Somerset's Pre-Supported Internship Programme offers something different - time, trust and belief in what's possible.

This flexible Post-16 programme is designed for young people aged 16+ who are not in education, employment or training (NEET), or at serious risk of becoming NEET. Every young person on the programme has one thing in common: they were declined by other providers who said they could not meet need.

A Programme Built Around the Young Person

The Pre-Supported Internship is not about rushing outcomes. It is for young people who are not yet ready for college, training or employment, and who need additional time and personalised support to move forward. Following individual contact with the young person and their family, the programme develops at the young person's own pace. Building trust comes first-trust in staff, in new environments, and in themselves.

Removing Barriers, Building Confidence and Connected Belonging

With consistent, tailored support, young people are helped to:

- Re-build confidence and motivation
- Learn what feels safe, manageable and achievable
- Develop practical life and work skills
- Access new places, activities and experiences

As readiness grows, the programme can include hands-on activities, workplace experiences, and structured educational support to plan for the future.

Planning the Next Step - Whatever This Looks Like

For some young people, this is the only Post-16 progression option available. The focus is on what comes next, which may include:

- Supported Internships
- Foundation Apprenticeships
- Supported Employment
- Further training opportunities

Above all, the programme recognises that progress is personal - and that with the right support, young people can move forward when others said they couldn't.

Somerset's Pre-Supported Internship Programme - Because every young person deserves a pathway that meets their needs.



CURRENT SUPPORTED INTERNSHIPS



BOLD & BRAVE - YOUNG SOMERSET (BRIDGWATER)

LOCATION → Bridgwater
EMPLOYER → Young Somerset
TRAINING PROVIDER → SS&L
JOB COACH SUPPORT → Young Somerset
AGE → 16+
KEY CONTACT → enquiries@sslcourses.co.uk

HEALTH AND SOCIAL CARE

LOCATION → Bridgwater
EMPLOYER → Bridgwater Hospital/Notaro Care Home
TRAINING PROVIDER → UCSCG - Bridgwater College
JOB COACH SUPPORT → Discovery
AGE → 18+
KEY CONTACT → Alison Ward
WARDA@ucscollegegroup.ac.uk

HPC SUPPORTED TRAINEESHIP

LOCATION → Bridgwater
EMPLOYER → EDF/ Hinkley Point C
TRAINING PROVIDER → UCSCG - Bridgwater College
JOB COACH SUPPORT → Discovery
AGE → 18+
KEY CONTACT → Alison Ward
WARDA@ucscollegegroup.ac.uk

PATHWAY TO EMPLOYMENT: AVON & SOMERSET POLICE

LOCATION → Bridgwater
EMPLOYER → Avon & Somerset Constabulary
TRAINING PROVIDER → UCSCG - Bridgwater College
JOB COACH SUPPORT → UCSCG
AGE → 18+
KEY CONTACT → Alison Ward
WARDA@ucscollegegroup.ac.uk

BESPOKE SUPPORTED INTERNSHIP

LOCATION → Bridgwater
EMPLOYER → Various
TRAINING PROVIDER → UCSCG-Bridgwater College
JOB COACH SUPPORT → UCSCG
AGE → 18+ (16+ to be considered)
KEY CONTACT → Alison Ward
WARDA@ucscollegegroup.ac.uk

EXMOOR SUPPORTED INTERNSHIP - EXMOOR	TRAINING PROVIDER → SS&L JOB COACH SUPPORT → Young Somerset KEY CONTACT → Enquiries@sslcourses.co.uk
MENDIP SUPPORTED INTERNSHIP (INCLUDING DIGITAL)	TRAINING PROVIDER → SS&L JOB COACH SUPPORT → Discovery KEY CONTACT → Enquiries@sslcourses.co.uk
THE STREET INTERNSHIP	TRAINING PROVIDER → UCSCG - Strode College JOB COACH SUPPORT → Discovery KEY CONTACT → Juliet Powell 07350 409624 POWELLJU@ucscollegegroup.ac.uk
PALMER GARDENS TROWBRIDGE	TRAINING PROVIDER → SS&L JOB COACH SUPPORT → Shaw Trust KEY CONTACT → Enquiries@sslcourses.co.uk
BOLD & BRAVE - YOUNG SOMERSET (TAUNTON)	TRAINING PROVIDER → SS&L JOB COACH SUPPORT → Young Somerset KEY CONTACT → Enquiries@sslcourses.co.uk
DIGITAL SUPPORTED INTERNSHIP - TAUNTON	TRAINING PROVIDER → UCSCG - Taunton College JOB COACH SUPPORT → Discovery KEY CONTACT → Luke Fielder FIELDERL@ucscollegegroup.ac.uk
MUSGROVE PARK HOSPITAL	TRAINING PROVIDER → UCSCG - Taunton College JOB COACH SUPPORT → Discovery KEY CONTACT → Luke Fielder FIELDERL@ucscollegegroup.ac.uk
DIGITAL SUPPORTED INTERNSHIP- YEOVIL	TRAINING PROVIDER → Yeovil College JOB COACH SUPPORT → Discovery KEY CONTACT → Ross.Lanchester@yeovil.ac.uk
SOMERSET COUNCIL	TRAINING PROVIDER → Yeovil College JOB COACH SUPPORT → Discovery KEY CONTACT → Ross.Lanchester@yeovil.ac.u
THALES	TRAINING PROVIDER → Yeovil College JOB COACH SUPPORT → Discovery KEY CONTACT → Ross.Lanchester@yeovil.ac.uk
LEONARDO/KUEHNE+NAGEL/ SODEXO/XEROX	TRAINING PROVIDER → Yeovil College JOB COACH SUPPORT → Discovery KEY CONTACT → Ross.Lanchester@yeovil.ac.uk
YEOVIL DISTRICT HOSPITAL SUPPORTED INTERNSHIP	TRAINING PROVIDER → Yeovil College JOB COACH SUPPORT → Discovery KEY CONTACT → Ross.Lanchester@yeovil.ac.uk

EXMOOR

FROME & MENDIPS

TAUNTON

YEOVIL AREA

What is a Supported Internship

A full-time, structured work based educational programme offered by colleges and training providers for young people, (aged 16-24) with identified additional needs and where the majority of their time is spent within the workplace.

Usually one year in duration - and should be the young person's final stepping stone into employment. It is not the expectation that a young person goes back to another college course afterwards.

The structured study programme includes on the job training with a local employer, supported by expert job coaches, an employability programme looking at soft skills of employment, vocational profiling to identify a student's skills and qualities and the chance to study for relevant qualifications, where appropriate.

Job coaches provide support to employers, increasing their confidence of working with young people and helping them to understand the business case of employing a diverse workforce.

The support given to both the intern and employer, by a job coach, is fully funded by Access To Work - a Department for Work and Pensions grant.

Supported internships aim to help young people gain paid employment by giving them the skills and experience by learning in the 'real workplace'

There are different models of supported internships which can be flexible to meet the businesses need. For example:

Interns spend all their time with the employer, undertaking learning, delivered by an education provider, within the workplace environment.

Interns spend one day a week with the educational provider, and approximately 15 - 20 hours per week with the employer

The model appropriate for the employer's business needs will be discussed with the education provider to get the best fit.

There is no cost to the employer as the Intern is in full time education.

There is no obligation to employ the young person at the end of the placement, however, supported internships are the perfect form of working interview, should there be a suitable vacancy.

The overall goal of supported internships is for young people with additional needs to move into paid employment or a Supported Apprenticeship.



LATEST SUPPORTED INTERNSHIP VACANCIES:

A full range of the supported internship across the county at a glance



Why should your Young Person do a Supported Internship?

“

valuable experience
and the
opportunity
to learn new skills

help to develop
confidence and
self-belief
to find a job



Somerset Council

FURTHER SUPPORT

Somerset Supported Employment

Working to help young people who need additional support to make successful transitions into post-16 destinations and beyond.

For more information visit: www.somerset-ebp.co.uk/imagine-the-possibilities

Contact: SupportedEmployment@somerset.gov.uk

Somerset Careers Hub

Working to transform careers education for young people in Somerset.

For more information visit: www.somersetcareershub.co.uk

Contact: careershub@somerset.gov.uk

Somerset Education Business Partnership

Working to connect education providers and employers across Somerset to facilitate careers learning and education.

For more information visit: www.somerset-ebp.co.uk

Contact: somersetEBP@somerset.gov.uk

Southwest Work Experience Partnership

Working to support schools across the Southwest with their work experience provision.

For more information contact: rebecca.cody@yeovil.ac.uk

Somerset Council

Support for residents and communities to build a flourishing and resilient Somerset.

For more information visit: www.somerset.gov.uk

