

INFORMATION FOR EMPLOYERS

Halton Borough Council are working closely with the chamber of commerce, Halton Employment Partnership and the Department for Work and Pensions to identify employers to offer supported internships.

What do local schools, colleges and Halton Borough Council do to ensure success?

- They undertake all the pre go-live planning
- Select students based on suitability to an organisation
- Job carve with managers to develop new roles for the interns
- Train all staff that will be working with the Interns
- Learn the new roles so they can train the interns
- QA the work and have regular reviews with departments
- Provide regular support to each intern as and when they need it

What does the employer provide?

This programme is designed as 'Low Input-High Gain' so we do most of the work in both set-up phase and Go-Live phase. There will be some time required on a daily basis from colleagues but this will not be significant. It should not interrupt employees own work patterns or affect their own productivity except in a positive way.

What employers say...

- It's not a charitable act – It gives you as an employer a competitive edge
- Great way to plug you talent gap
- Supported internships are creative ways to improve recruitment and retention rates – avoiding a constant cycle of recruitment
- Neurodiversity is a huge advantage for companies
- The best breakthroughs come for valuing different perspectives
- Whole organisations and cultures are transformed and staff feel they are valued
- They help existing staff with disabilities to be more open about their own needs.

For more information

Why host a supported internship placement leaflet is available [here..](#)

Some frequently asked questions for employers about supported internships are available [here.](#)

“Supported Internships are a great way for local businesses to find valuable skills and lower staff turnover. This programme acts like an extended working interview helping organisations to develop a workforce that reflects society, as well as it’s customers base. With ongoing support and mentoring opportunities for staff, this programme gives organisations the best possible chance of getting the right person.”

Rachael Owen, Chief Executive. Halton Chamber of Commerce.

How Do I Get Involved?

If you are an employer and are interested in learning more about how you could make a positive difference to Halton students and to your business we'd love to hear from you.

Please contact Barry for more information:

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