

# **Shaw Trust supported internships**

Helping you move towards paid work



We are a not-for-profit social enterprise with over 40 years' experience of providing employability support to young people and adults with learning disabilities.

**Today, 53% of disabled people are in work, compared to 82% of non-disabled people.**

**We're working to close that gap, creating fairer, more inclusive workplaces.**

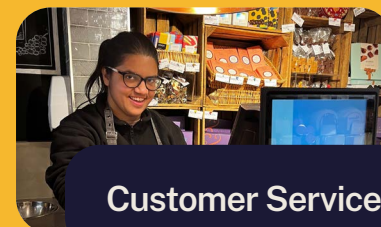
Source:  
Department for Work and Pensions, "The employment of disabled people, 2024". GOV.UK

## What is a supported internship?

The Shaw Trust supported internship is a study programme for young people aged 16 to 24 who have an Education, Health and Care Plan (EHCP) and want to move into work but need some extra support. Our internships usually last for a year, with the opportunity to complete three different placements.

Supported internships give young people an opportunity to take their first steps into the world of work, build skills in the workplace, gain qualifications, and get a paid job.

Our internships offer a unique mix of education and job coaching in a range of different roles, including:



Interns can expect a programme of learning that helps them develop the skills they need for work, such as job-specific skills, employability skills and qualifications – including Functional Skills, Maths and English – and broader personal and social skills.

A job coach will help source suitable jobs, arrange work trials and develop opportunities with employers.



# Why choose a supported internship?

## Personal development

- Increased levels of confidence and independence.
- Develop new skills in a real working environment.
- Gain qualifications.

## Experience

- Work experience to add to a CV.
- Gain skills for the workplace.

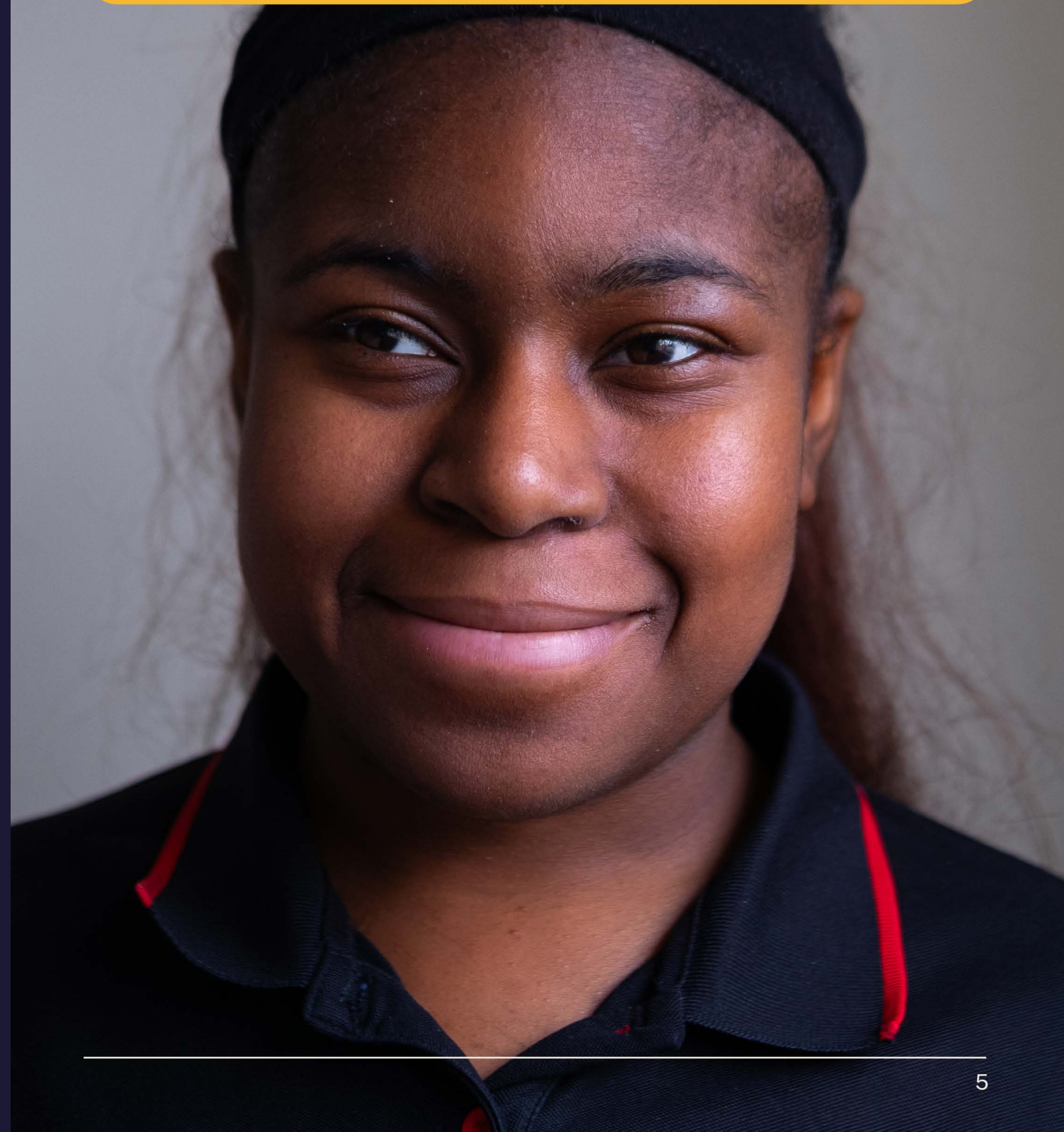
## Wellbeing

- Meet new people.
- Be a part of a team.
- Increased confidence, independence, and resilience.

**On average 70% of interns secure a paid job after completing their internship.**

“Since B has been working at her placement her confidence has increased, she now travels independently to and from work and has also started going to the supermarket to buy essentials on the way home from work. She is thoroughly enjoying this new freedom and is thriving! Whilst at work, the staff at Nando’s are very supportive of her and she is loving being part of a team.”

**Parent of a supported intern.**



## The supported internship journey

“Get to know you”

Complete an application form

Get to know you session

Internship place offered

Induction

**Job coaching** - work placement starts

**Tutor support** -  
off-the-job employability skills and qualifications

Course completion

## Progression into employment

You will get three months of job support after finishing the internship to help you work towards getting a paid job.

Our team puts you in touch with local employers, organises visits, trials, and will also help you to prepare for interviews.

The Access to Work funding gives you an in-work mentor who continues to support you when you start a job.

“I have learned many skills in employability such as building a CV, professional behaviours, and preparing for the world of work. I want to say ‘Thank You’ to Aly, Judith, my family, and everyone at Shaw Trust for believing in me.”

Former supported intern



Paid employment



# Hear from our supported interns

## Max

When Max joined the internship, he had very little confidence and was experiencing anxiety in everyday life, often struggling to talk to peers. Max was unsure of what he wanted to do for a career and had no previous work experience. Supported by his job coach Max undertook three placements, two based within an office and one with Transport for London. During his time working with TfL, Max developed a passion for working in the rail industry. Max was supported to apply for a role with South Western Railway. This involved application support and interview preparation. Max was successful and received a job with the company.

“During the internship through Shaw Trust I gained more confidence which allowed me to enjoy meeting new people and making new friends. I learnt a lot of new skills which I will be able to use in the future. I have improved my social skills and confidence and got myself a job as a result which I’m really happy about!”



## Lily

Lily had an ambition to work in early years education. Her first placement on the internship was at Bear Hugs Day Nursery where she worked four days a week with the team, learning the processes within the organisation. Gradually, Lily undertook additional hours to support the team, demonstrating her dedication and commitment. The managers at the nursery expressed what an asset to the team Lily was and shared that they would like to begin the process of employing Lily. Once she had completed her qualification Lily was employed as a paid nursery nurse with Bear Hugs Nursery.

“I feel really happy to be employed with my nursery that I love”.



Recently our internships, delivered in partnership with Heathrow Airport have been extremely successful. Out of eight interns to complete their internships with Heathrow, seven of them were successful in getting a paid job within the airport and other nearby sites.

## Esha

Esha was very quiet and had challenges in talking to people face-to-face. Whilst on the internship Esha has made amazing progress in improving her social skills. She was successful in applying and interviewing for a paid job in B&M alongside her placement as a ‘Heathrow helper’. Esha was then offered a paid job as a Heathrow helper after completing all the necessary training.

“The course helped me build my confidence when interacting. I now feel comfortable starting conversations and expressing myself in group settings”.



## Leo

When Leo joined the internship, he was eager to learn but faced challenges in socialising, confidence and communication. Leo was passionate about his dream of working in an airport or aviation. Leo showed a deep interest in learning all about airport operations. After completing his internship with Heathrow, Leo was offered a paid role with World Duty Free at the airport. This success shows just how hard working and determined he was to succeed. With help from the team Leo's confidence grew particularly in face-to-face interactions. He learnt to adapt to new and changing environments and improved his social skills.

"The internship really helped me to build my confidence and made me feel valued. Getting hands on experience has helped me to understand the work environment. I've learned how to handle real life situations, and this has really improved my problem solving and communication skills. I never thought this would happen for me, getting a job in Heathrow is like a dream come true".



**Click here to find out more from our interns**

## Employers we've worked with

TheWorks.co.uk

The ExtraCare  
Charitable Trust

ODEON  
FANATICAL ABOUT FILM

WHSmith

Nando's

DECATHLON

Superdrug

Transport  
for London

COSTA

FIVE  
GUYS

British Heart  
Foundation

## Find out if we offer a supported internship near you

We are starting new internships every year and continuously growing the locations we offer them in. Take a look at where we currently offer Shaw Trust supported internships by clicking the link below to head to our website where you can find out more information and complete the contact form.

Our current supported internships are based in York, Hackney, Havering, Bexley, Harrow, Hillingdon, Selby, Skipton, Harrogate, Reading, Wakefield, Wandsworth, High Wycombe (Bucks), Redbridge, Heathrow, West London (HS2) and London with TfL.

To speak with someone about future locations of supported internships please email [supportedinternships@shaw-trust.org.uk](mailto:supportedinternships@shaw-trust.org.uk)

Or head [to our website here.](#)





## New for 2025-26

From 2025 we will be offering new supported internships in Hackney.