

Shaw Trust Supported Internship

Employer FAQs

If I take an intern on site, will they be with us for the whole year?

An individual intern is expected to be with an employer between 10-12 weeks and then interns will rotate between the different retail employers (known as the Host) throughout the year, so the Host business will possibly have a new intern every 10-12 weeks.

As a Host business (employer) is there any hidden cost implications for me?

No, there should not be any cost implications as this programme will be funded through the local borough and is also an unpaid internship, although you may wish to provide the intern with a uniform to help them feel part of your team.

How will each individual intern be covered through insurance if they are working for 10-12 weeks with us?

Each individual intern will be covered by your organisations 'Employers Liability Insurance' as they will be part of your staff even if it is unpaid and for a period up-to 3 months.

Who will support the intern and how will they be supported?

The programme staff funded by the Borough will be available within reach on site and will be working throughout the day to support individual interns with tasks and the job roles they have to complete, this will be taught to interns through systematic instructions and layering on tasks as and when the intern becomes more confident.

The programme facilitators will be qualified professionals within teaching and life coaching sector, they will rotate throughout the day to ensure that individual interns are seen a minimum of twice a day.

The programme facilitators will keep close links and liaise with individual host businesses (Managers/Supervisors) to ensure individual interns are doing well and deal with any day to day issues.

Does the intern start work first thing in the morning with us?

Every day (Mon – Fri) in the morning from 9am all the interns will gather together in a training room environment nearby site, to complete an hour's lesson of employability skills, they will then all make their way to their place of work and will work for a minimum of 5 hours a day (including lunch break) before returning back as a group to reflect on their day and look at areas to improve on and celebrate success such as a new task accomplishment.

As an employer (Host business) of the internship, will I have to offer paid employment at the end of the programme?

The answer is No, only if there is a vacancy the intern can apply for. The programme facilitators will be seeking paid employment for each individual intern once the 1 year programme has completed. We do ask for a reference from you as the Host business for the intern, to support their employment prospects.

Is the intern considered as in education whilst on the programme?

Yes, the intern will still receive any government benefits during their 1 year period on the unpaid internship programme and this will still be considered as part of their last year of education.