



Hereward College

Promoting individual achievement



Transition to Employment and Supported Internships



Strong employer links give learners work-ready skills

Leaders actively partner with a significant number of employers in the development of curriculums across the college. They have built strong links with employers such as Premier Inn, Warwick Conferences, EVTEC and a range of third-sector organisations. They use these relationships effectively to tailor the curriculum to ensure that learners at all levels are given opportunities to engage in useful and meaningful skills development. As a result, learners develop work-ready skills which align with their overarching individual vocational targets appropriately.

Ofsted report – June 2023

Study programmes to meet all needs

Hereward College offers courses for residential and day students at our Coventry campus.

Our pathway approach to learning ensures that all levels are catered for and we work with you to build a programme of study to help you achieve your goals.

In our Foundation Pathway, courses run from Pre-Entry up to Entry Level 2; with a Learning for Life sensory curriculum specifically aimed at students with profound and multiple learning difficulties.

The Explorer Pathway caters for students working at Entry Level 3 and Level 1 and our Discovery Pathway is for students progressing to Level 2 and Level 3 courses.

English and maths are included in all programmes and there is a clear focus on employability and enterprise.

For learners with ASC with more complex sensory or social and emotional health needs we have introduced Foundation Plus and Aspire; individualised and targeted intervention programmes which are supported by highly skilled experts.

We also offer work skills and employability programmes, including supported internships, working in partnership with regional and national employers.



Strong contribution to meeting skills needs

The college makes a strong contribution to meeting skills needs. Leaders and managers... have tailored their curriculums specifically to meet those areas of skills need in which the college can make the most impact.

Ofsted report – June 2023



Hereward
College
Student
Intern

Transition to employment

Entry Level 2 up to Level 3

Learners keen to go onto a supported internship, traineeship or apprenticeship, but who need extra support in the move from college to an external employer, can take part in a year-long Transition to Employment course.

Work skills are developed through employer visits, sector based learning and work experience while continuing to study English, maths and a work-related qualification. We also offer a Business in Action course where skills are developed in an authentic context through working as a team for a charity on-site at Hereward.

On our Transition to Employment course, work skills are developed through employer visits, sector-based learning and work experience. You will also study English, maths and a City & Guilds or Open Awards customer service qualification.

During your time at college, you will also develop skills such as resilience, communication, workplace behaviours, independent travel, money management and interview preparation – essential for entering the workplace.

Supported internships

Supported internships offer an opportunity to gain experience in the workplace within a supported environment.

They provide a platform for young people to further develop their skills and experience in a structured way.

Students take part in the programme with one of our partner employers and spend up to 30 hours a week in working in different areas in the workplace to gain valuable experience with the support of an onsite Hereward Job Coach.

Interns spend one day a week in college studying for a City & Guilds Certificate in Employability Skills and can take maths and English qualifications suitable to their level.

Our employer partners

Hereward College has long-term partnerships with a wide range of national and regional employers, which generate both internship placements and permanent roles.

Supported interns at West Midlands Police take on a number of office-based roles including customer service, data analytics, IT support, finance, HR, marketing and administration. Our successful partnership with the force has also resulted in several permanent positions.



“When I started I was able to quickly get a handle of the workload and excel, as my colleagues were extremely helpful, and the environment was excellent.

“I had some experience in administration prior to starting but have gained more skills and experience using Microsoft software, as well as engagement with staff including meetings and support.

“I feel anyone who repeated this pathway would excel in adult life.”

Intern at West Midlands Police





Tap into your future career



WONDERFUL ON TAP

We have enjoyed a long working relationship with Severn Trent on their innovative EmployAbility scheme. This offers our students an internship at Severn Trent to help them gain valuable career skills and experience of working in a large workplace.

This offers our students an internship at Severn Trent to help them gain valuable career skills and experience of working in a large workplace.

The interns, who are supported by a team of Severn Trent graduates who act as buddies, work in a number of departments at the firm's Coventry headquarters, including the admin and property teams.

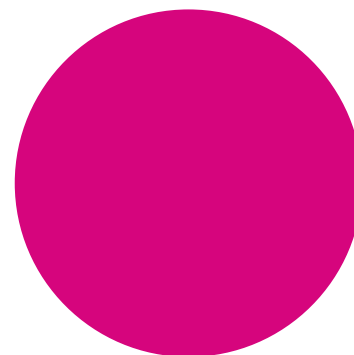
The water company has taken on a new cohort of interns each year since 2016 and says the scheme has delivered amazing students who have done some absolutely fantastic work.

“Severn Trent has worked with Hereward College for nearly ten years and has supported 31 interns. Seven of them now work with Severn Trent and others using their experience gained to secure jobs elsewhere.

“These placements are life-changing, not just for the interns and their families, but also the teams they work with.

“The interns provide fresh perspectives and diverse skill sets, positively impacting on those around them.”

**Kim Clark, Workplace Manager,
Severn Trent Water**



Based in Coventry, Evtec Automotive is a global supplier of assembled automotive products.

A highly inclusive employer, more than 40 per cent of its workforce has some form of disability. The company initially offered work experience placements to Foundation students at Hereward College before becoming a supported internship partner and has hosted 120 of our students. This highly successful partnership sees a job coach based full-time at Evtec to work alongside our students.

“The students come to us very shy and uncertain and with the support of their valued job coaches and their new peers we watch them flourish in various areas of production. This is a very important aspect of who we are as a company as we know that these students can become a valued asset of this business or have the skills to work somewhere else.

“I can speak from personal experience that disability is never a barrier to work; we have seen better attendance and certainly dedication and loyalty, which are key elements to any successful business. We have had 11 students who have been successful in securing paid employment with us since 2021.”

**Jane Billson, Head of Human Resources,
Evtec Automotive**



Whitbread and their partner, Novus Property Solutions, have invested in a Premier Inn training hotel on-site at Hereward College which includes three bedrooms, reception and storage/housekeeping room.

Job Coaches are trained by and alongside Premier Inn staff and students at all levels access the facility for general work experience training linked to customer service, hospitality and housekeeping skills. This provides learners with the skills to progress into a supported internship or apprenticeship in the hospitality industry.

The Internship provision started in 2022/23.



Premier Inn



How do I apply?

Learners are assessed through direct application to the college or upon receipt of a consultation from the local authority.

Places are funded by your local authority through an Education, Health and Care Plan (EHCP) and the final decision on placement is made by the local authority.

For more information or to make an application:

.....
Email **admissions@hereward.ac.uk**
.....

.....
Visit **[hereward.ac.uk/contact](https://www.hereward.ac.uk/contact)**
.....

.....
Call **024 7646 1231**
.....