

Internships Work

Piloting SI Impact Measurement Tool

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Why we got involved

- Growing SI needs clear evidence to show impact
- Communicating with a range of stakeholders
- Going beyond numbers & case studies
- Efficient & Effective
- **A method to show human impact**

What we did

- Worked with Jess to define work readiness - confidence, communication skills, using initiative and team working
- Designed simple measure to support retrospective qualitative judgement
- Scaled measure to assess progress during a rotation, between rotations used at end of the programme

Piloting stage

- Road-test by members of our onsite team
- Evidence considered – EHCP outcomes, Employment Planning meetings, WOW moments, feedback from managers, interns, parents, job coaches
- Each rotation assessed retrospectively using 4 indicators
- One score given for each rotation – combined score for 4 work readiness areas

- Easy to use
- Utilising existing information, not creating additional paperwork
- Useful method to assess work readiness journey
- A reflective, positive process for onsite team – impact not easy to recognise in the moment
- Reflective process - celebrate and learn

Next Steps

- Continue to road-test & evaluate
- Share initial findings with SEND board
- Next level – cumulative scores for whole cohort, between cohorts to show impact more strategically