



Trinity College Dublin

Coláiste na Tríonóide, Baile Átha Cliath

The University of Dublin

Update from the Trinity Centre for People with Intellectual Disabilities

School of Education, Trinity College Dublin

Spring 2023



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Dear Partners,

I hope that you are all well.

I was delighted to get to see most of you in person at our TCPID Business Partners meeting last December. It was wonderful to see you all after such a long time of only taking to you online. Your input and feedback were truly invaluable and will help us to adjust and improve our placements and internships.

There has been a lot going on in the TCPID over the past few months and this update hopes to try and capture the main highlights.

This edition includes a segment written by our TCPID graduate intern Sadbh Feehan who has been such a wonderful addition to our team since she joined us in September.

I have also included interviews with our 4 graduates who have received permanent contracts with our partners during the past few months.

A huge thank you, as always for your incredible ongoing support. You are helping us to make a real difference to the way society embraces difference and the way in which we value real inclusion.

Warmest regards,

A handwritten signature in blue ink that reads "Maire Devitt".

TCPID Pathways Coordinator - Email: devittma@tcd.ie / Tel: 087-6664548

Please follow all our latest news on our website at www.tcd.ie/tcpid as well as on Facebook [@InclusionTCD](https://www.facebook.com/InclusionTCD), Twitter [@IDTCD](https://twitter.com/IDTCD) Instagram [inclusiontcd](https://www.instagram.com/inclusiontcd) as well as on LinkedIn www.linkedin.com/school/inclusiontcd



Certificate in Arts, Science and Inclusive Applied Practice Graduation February 2023

We want to congratulate our 10 students who graduated with a Level 5 Certificate in Arts, Science and Inclusive Applied Practice in Trinity College Dublin on Wednesday February 1st 2023.

We are so proud of them for their incredible achievements over the past few years. They have shown true resilience and determination in the face of real adversity! This is only the beginning for all of them.



Graduates on the TCD Chapel steps with some of the TCPID team



Sophie Carragher, Jack Egan, Ciaran Moran and Sean Byrne



Ciaran Moran and Jack Egan



Marie Devitt with graduate Jack Egan



Adam Fleming and Bobby Dolan



Sophie Carragher, Niamh Mulvey and Lia Gogarty



Sophie Carragher, Lia Gogarty, Niamh Mulvey, Sean Byrne and Bobby Dolan



Graduating class all smiles holding their Certificates



Sophie Carragher and Sean Byrne



Caps in the air!!



Annual TCPID Business Partners meeting

For the first time since 2019, we were delighted to welcome all our partners in person to the annual TCPID Business Partners meeting in the Long Room Hub. We were so happy to get to meet with everyone in person after such a long time of only seeing each other online.

The partners were then divided into pre-assigned groups to share experiences and knowledge with each other. Partners who have worked with the TCPID for a long time were in groups with those who are new to the TCPID placement and internship process. As always, we also had a number of representatives from companies who are considering joining the network.

At the end of the group discussions we had a fantastic, informative feedback session. The TCPID team took notes of all the main discussion points and we have taken on board all of your wonderful recommendations.

Here are the key feedback points:

Question 1

What is your process for coming up with suitable roles for students / graduates of the TCPID?

- Skills profile and discussions with TCPID important in designing roles
- Look for repetitive tasks within the team
- Essential that the role is meaningful
- Need to offer opportunity for growth and development
- Need to have a flexible approach and adjust role if needed
- Plan the internship carefully – clear structure makes it easier for the mentor and the team



Question 2

How has the workplace changed over the past few years and what is the potential impact on placements / internships?

- Biggest change is that most people are working remotely for part of the week
- A lot of staff not in the office on Mondays and Fridays
- Difficult to support the intern when a lot of the team are not in the office
- Need to have more than one mentor on the team to allow for continual support
- Might be useful for interns to also get experience of working remotely
- Incidental learning by just being in the office is very important
- Optimum number of days for internship could be reduced to two or three

Question 3

What have been the greatest challenges and how have you overcome them?

- Blended working so many of the team working from home on each day
- Have small support group for the intern – 3 or 4 people including main mentor
- Some interns need a lot of supervision – need a lot of guidance and structure
- Supervising an intern takes a lot of time and results in an increased workload for the mentor
- Younger staff struggle with setting boundaries and dealing with challenging behaviour
- Need to have full team buy-in for the internship to ensure success
- Location of some offices can be challenging as interns depending on public transport



Question 4

What could the TCPID team do differently to provide greater support?

- More training on intellectual disability would be useful
- Many were not aware of the TCPID Online Mentor training programme – this needs to be shared with every member of the team working with the intern
- Would like to have greater links with other partners – experienced mentors to advise new mentors
- Would like to have a Mentor Badge that can be displayed on LinkedIn
- Would like more check-in points throughout internship
- Would like to receive the Skills Profile earlier to allow them more time to plan the tasks in advance
- Some suggested that the interns need more IT skills training

- Suggestion of having a module for the graduates that they attend at the same time as doing the internship for development of key employment skills. This is currently happening in May each year through the Business partner workshops, but could it be extended?
- When intern is moving to a second internship, link the new mentor with the old mentor in previous internship
- Have more regular, smaller business partner meetings / online focus groups in addition to the main annual meeting
- Some partners would like more information about the course
- Could we develop a business partners hub where partners can communicate with each other?

We are working to review all this fantastic feedback and will consider making some relevant changes to our current processes.

We hope to introduce some online group meetings during the year in addition to the main business partners meeting. Anyone can attend these for a chance to have discussions with fellow partners.

TCPID Team at the European State of the Art (ESOTA) Conference in Salzburg

In October 2022 joinIN organised their first ever European State-Of-The-Art Congress on Inclusive Post-Secondary Education Programmes for Persons with Intellectual Disabilities. The Congress took place in the University of Education in Salzburg. It was a wonderful opportunity to connect with international colleagues and experts in the field.

The TCPID were very well-represented at the conference with a panel discussion which included TCPID graduate intern Sadbh Feehan and presentations by Professor Michael Shevlin, Dr. Donatella Camedda, Des Aston, Barbara Ringwood, Dr. John Kubiak (pre-recorded), Dr. Joanne Banks (pre-recorded), Marie Devitt and Sadbh Feehan. TCPID Research Coordinator Jenny Banks was also in attendance as she has been a central figure over the past year for the Erasmus+ Project.

joinIN is the European Network for Inclusive Higher Education. JoinIN was founded by the Erasmus+ Project of the European Union Inclusive Post-Secondary Education [IPSE] Programme for Students with Intellectual Disabilities and was developed by several partners:

Austria: University of Education Salzburg Stefan Zweig

Germany: Catholic University of Applied Sciences Berlin

Iceland: University of Iceland

Ireland: Trinity College Dublin, University College Cork, Waterford Institute of Technology

Switzerland: (as an associated partner) University of Education Zürich – Institut Unterstrass

joinIN is dedicated to providing a collaborative space for consultation between higher education providers across Europe with a view to building capacity within higher education institutions to establish and deliver initiatives for students who are deemed to have an intellectual disability.

The Congress was a huge success with wonderful shared learning opportunities across numerous international educational institutions.

More information about the joinIN European network can be found at: <https://joinin.education/about/>



If anyone would like to view the full conference proceedings, including all the TCPID presentation details they are available on our website at this link: <https://www.tcd.ie/tcpid/news/esota-2022-conference-proceedings.pdf>



Student Voice

We interviewed our students about their experience in the TCPID. The video of these interviews captures why going to college was important for them, what they enjoy the most about college, whether they feel part of the college community, how going to college will impact their lives, what they enjoy the most and what they find challenging.

Some of the quotes from the students include:

“Going to college will give me the skills to enable me to have a job in the future.”

“I got to meet loads of new people.”

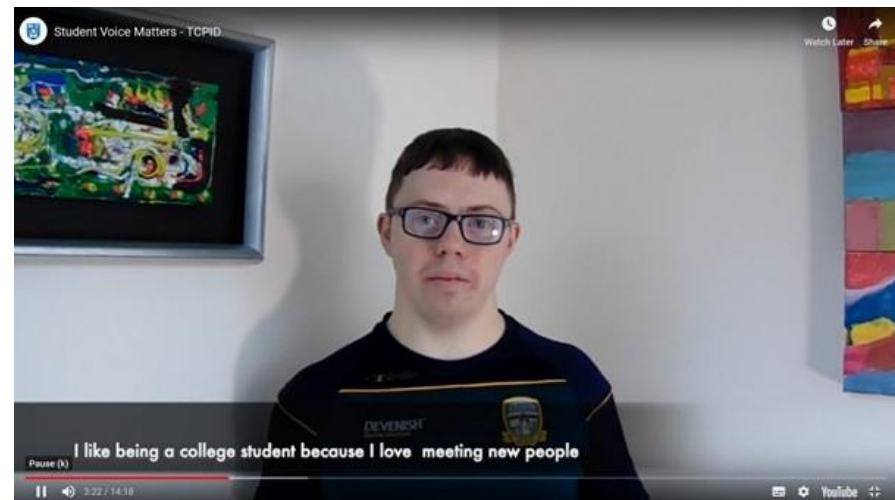
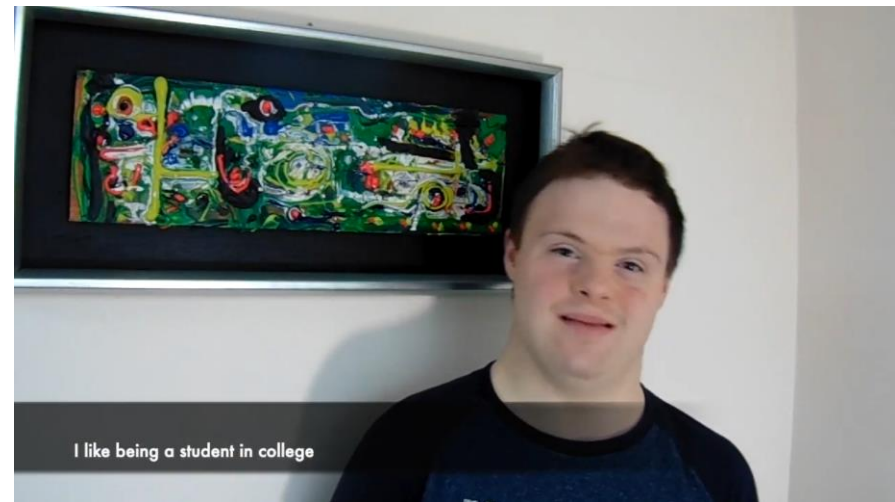
“There are so many clubs and societies.”

“Being on campus makes me feel like a real student.”

“The best thing about being a college student is the independence and the way I can decide for my life.”

“Going to college has had a huge impact on my life!”

You can view the full video on our website at the following link:
<https://www.tcd.ie/tcpid/courses/graduates/student-voice.php>





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Year 2 Student Work Placements

Our 8th year students are all currently doing their work placements every Friday morning. We are so grateful to all of you who have offered placements this year. The students are really enjoying working with you and are learning so much from you.

A huge thank you as always to all the wonderful mentors and teams in each company who have worked so hard to help our students settle in.



MCCANN FITZGERALD



WILLIAM FRY



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Graduate Internships

In addition to the student placements, we also have 11 ongoing graduate internships, including 4 internships in Trinity College itself.

Some additional internships are currently in discussion and due to start within the next couple of months.



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An additional five internships were recently completed in:

Bank of Ireland 

ICON

MASON
HAYES &
CURRAN

Optum

 SMBC
AVIATION
CAPITAL

Guest lectures by TCPID Business Partners

We would like to give a huge thank you to the following Business Partners who will be delivering guest lectures / workshops for our students over the coming weeks. These lectures are for both the Application of Numbers module and the Entrepreneurship and Disability module.

Bank of Ireland 



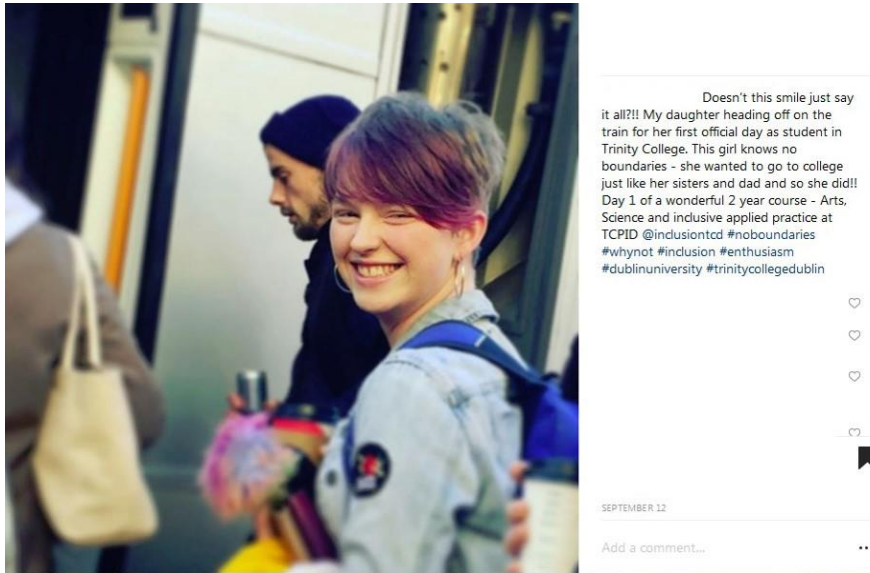
D Y N A M I C


permanent tsb



Sadbh Feehan – Graduate Intern in TCPID

In September 2022 we were delighted to offer an internship to one of our graduates Sadbh Feehan. Sadbh has been a wonderful addition to the TCPID team. She originally joined us on a 6 month contract, but this has recently been extended further. We are very lucky to have her.



An Instagram post by Sadbh's Mum on her first day as a Trinity College Dublin student

Here is an article written by Sadbh about herself, her experience in Trinity College, both as a student and now as a graduate intern.

My name is Sadbh Feehan, I live in Carlow with my family.

I am a graduate intern with TCPID.

I started the two-year Certificate in Arts, Science and Inclusive Applied Practice in September 2018. This particular course was such a great experience for me. I learned so much within those two years, from History of Art to Emergency and Disaster Management. There was so much variety in the subjects.

I graduated from the Course in 2020, it was a such a special day and a very proud day for all of us. We had our graduation outdoors in a marquee in Front Square. What made the day even more special was that we were the only class graduating that day. The Provost Linda Doyle spoke at the ceremony which was amazing.

My interests include advocating for people with intellectual disabilities and the Special Olympics.

As part of the TCPID Graduate Internship programme, I got my first internship in A&L Goodbody law firm. It was a great experience for me to learn how to work in an office environment. It was during Covid, so it was quite challenging because I had to work remotely for a lot of the time. Thankfully I also got to work in the office for part of the time, which was nice.



After my internship in A&L Goodbody finished, I was asked if I would like to work in TCPID. I have been a graduate intern since September 2022. I am really enjoying being a part of the team.



Sabbh working at her desk in the TCPID

My Experience as a staff member in Trinity College:

I really enjoy coming up every 4 days to work, and I look forward to seeing my colleagues every day.

These are just some of the projects that I have worked on so far.

- Student orientation where I helped show the students around the campus to make them feel comfortable navigating college.
- Freshers' week I went around to the different societies with some of the students to see if any of them would like to join any of them.
- The TCPID Business Partner meeting in December. I gave a presentation to the different business partners about my experience in college and my internship.
- The ESOTA conference in Salzburg. I travelled to Salzburg with my colleagues. During the conference I took part in a discussion panel, and I also gave a presentation about delivering a guest lecture to student teachers in Trinity College.



Sabbh speaking on a discussion panel at the ESOTA conference in Salzburg



- INHEF Symposium. I was part of a panel discussion where I talked about my experience with money and inclusion
- Design Leaders conference. I gave a presentation in the Light House cinema and I was a part of the panel discussion.



Marketing poster for the Design Leaders conference in January 2023

- Path 4 project – I am part of the Path 4 project, and our goal is to help the students to find their way around the campus and make Trinity a more inclusive campus.

To be perfectly honest, working in Trinity College feels pretty good and plus it gives me a new perspective on what it is like, because when you are a student you, don't see all the work that goes into everything. Now that I am working here, I understand that there is so much more going on behind the scenes.

I haven't had any particular challenges just yet.

I feel that I have changed in a lot of ways since I originally came to Trinity College as a student in 2018. For instance, I feel like my confidence has increased so much more. I have gained so much more independence in myself. I also learned a lot about myself that I didn't know before.... And when it comes to presenting, I am a lot more confident speaking out to large crowds.



Sadbh with the TCPID team in Salzburg for the ESOTA conference



Sabh with her TCPID colleagues Jenny Banks and Des Aston

My insights into the Certificate in Arts, Science and Inclusive Practice

I think that it is so important to have a course like this for students with intellectual disabilities in universities because it shows them that they can still go to college but also get the proper supports that they would need.

What makes this course great is that the students are treated in the same way as all the other students. No one is treated any differently.

It's also important that the student feels that they can become more independent and build their confidence in themselves.

If I could change anything in this course, I would get more of the classes on campus so that the students feel like they are really a part of Trinity.

I would also like to see if the students could go to other lectures and make friends outside the course and try other subjects.

I would love to see a continuation of dramatic arts and a continuation of the history of art.

The impact that I see for Trinity College by welcoming students of all abilities:

The biggest impact of having students of all abilities studying in Trinity College is that no one is better than anyone else. I think also we can all learn from each other and build on our skills together,

It is so important for students in the TCPID to have the freedom to be who they want to be, knowing that they are capable of going to college and putting in the work. The fact that they are being treated the same as the other students is really important.

Some ideas that I would have that would make the TCPID even better would be:

- If we had a quiet room for students if they need a break.
- We could get some fidget toys like Pop-its etc
- If there were more classes on campus
- For the students to experience more of what Trinity College has to offer
- Social events organised by the College



Trinity Student Managed Fund inclusive events

The Trinity Student Managed Fund provide generous financial support each year to the TCPID. This is so meaningful as it is donated by fellow Trinity College students to support their peers.



This year, in addition to the financial support, three of the Trinity SMF management team, Ciaran McKay, Will O'Callaghan and Aoife Mullan decided to collaborate more fully with us to organise some inclusive student events for us. They have already given up a huge amount of time by working with some of the TCD Societies to design events which link our students with their peers on campus. They are working with our TCPID graduate intern Sadbh on organising and running the events.

So far, they have organised a hugely successful Cupcake Decorating event with the TCD Food and Drink society. Other events are planned, including a session in the TCD Business School in the coming weeks.

We want to formally thank Ciaran, Will and Aoife for their incredible support and initiative in setting up these events. We hope that these wonderful links will continue next year when the new Trinity SMF management team take over.





TCPID at the Design Leaders Conference January 2023

The TCPID were honoured to be invited to present at the Design Leaders conference which was held in the Lighthouse Cinema on January 26th. The conference was organised by Design Skillsnet with the overall theme of **Designing for Good, Designing for JOY and changing the World.**

The Design Leaders Conference was a full-day conference for those leading design teams and design studios to take a deep dive into the topics that matter most right now. Discussions on the day focused on the future of the design industry and the challenges and opportunities of leading design.

The audience included key stakeholders and decision-makers – agency owners, design and creative directors, design and account managers, leaders of in-house design and creative teams and any emerging leader who leads or aspires to lead a design team or a successful creative studio into the future or manage design as a strategic resource.

Marie Devitt and Sadbh Feehan delivered a presentation about the TCPID and about the importance of inclusive employment opportunities for people of all abilities. We were then joined by our TCPID Ambassador Hugo MacNeill and Noel Joyce of NYU Shanghai for a discussion panel centred around inclusion, chaired by Niamh O'Shaughnessy of Design Skillsnet.

For further information about the conference, go to <https://www.designleadersconference.com/>



Marie Devitt and Sadbh Feehan presenting at the Design Leaders conference



Hugo MacNeill and Noel Joyce on a discussion panel at the Design Leaders conference



TCPID Research Reports

Two important reports were recently published by our TCPID Research Coordinator Jenny Banks.

The TCD Internships report

In July 2022, Trinity College Dublin provided paid internships for four graduates from the Trinity Centre for People with Intellectual Disabilities. Our **TCPID Research Coordinator Jennifer Banks** met with each of the TCD mentors and interns to check in on the internships and see what the impact has been so far. This report outlines the challenges and hugely positive results of these four internships.

Read the full report here:

<https://www.tcd.ie/tcpid/assets/docs/2023/tcpid-trinity-college-internships-feb-2023.pdf>

TCPID Research and Dissemination report

Research is central to our work here in TCPID. After the pandemic 2022 was a year to reconnect, collaborate and engage with the community in sharing and learning. Inclusive research, European collaborations and work with visiting academics and business partners along with the centre's own outputs made for an exciting and engaging year.

Read all about our research work here:

<https://www.tcd.ie/tcpid/assets/docs/2023/research-newsletter-2022.pdf>



Permanent Roles

Sean Byrne



Sean Byrne Sean is one of our most recent graduates, having only completed the Certificate in Arts, Science and Inclusive Applied Practice in June 2022. He started a 6 month graduate internship in AIB in August 2022 and has now been offered a permanent contract.



Sean Byrne on his graduation day in Trinity College Dublin

Can you tell us a little bit about yourself and your background?

My name is Sean Byrne, I am 20 years old, I'm from Palmerstown and I am a graduate from the course in Arts, Science and Inclusive Applied Practice in Trinity College Dublin. I work in AIB in Molesworth Street as a receptionist and recently got promoted full time. My hobbies are Taekwondo, GAA (Irish Football), going to the gym, walking my dog Rosie and I enjoy meeting new people, hanging out with my friends and always trying to reach my full potential in everything I do.

Why did you decide to come to Trinity College to complete the Certificate in Arts, Science and Inclusive Applied Practice?

I decided to do the ASIAP course because not only did I know that it would be a course that I would be interested in and that it's a course in Trinity College Dublin which is a university I have dreamt of studying in but also that it sounded like the type of course that would be a challenge and I am always up for a challenge as I want to grow and develop as a person as much as I possibly can and I felt this course definitely helped me with accomplishing this goal and I love the variety of modules in this course and I would definitely recommend this course to other people as I think they will definitely enjoy the ASIAP course and benefit from it.

What is your favourite memory from your time as a Trinity College student?

My favourite memory during my time as a student in Trinity College was not only getting to know the classmates and spending time with them, but also walking through Trinity campus itself as I love looking at all the buildings and monuments and since we had to learn and work from home during COVID, it was such a relief and miracle to hear we would be back



on campus for our 2nd year of college and even to this day, I always enjoy walking through Trinity campus and it's something I make sure I do every time I am in town as there's a big feeling of pride and accomplishment walking through campus as a graduate from Trinity College.



Sean presenting his project to Minister Simon Harris at the SciFest@TCPID exhibition in June 2022

Can you tell us about the work that you do in AIB?

What I do in AIB is that I work as a receptionist with my work colleagues Amy, Emma, Hayley, Yasmin and Bianca. I work mostly behind reception, welcoming guests and employees, making passes for guests, making sure

that the waiting area is neat and tidy, bringing guests to their meetings and logging in posts for the people from the mailroom to collect and logging in post for going out on the post log. When I am not working behind reception, I am doing room checks on the 4th floor and over in 15 Molesworth Street before and after meetings, making sure rooms are nice and clean, lights and blinds are working OK, no leftover catering, artwork is as it should be and no marks or stains on tables, printing and laminating new signs to be put up, doing a ground floor checklist, bringing guests to the carpark, replying to guests on the reception inbox about car parking, spare lockers, additional items for meetings like markers, flipcharts/whiteboards or catering and ringing and answering phone calls about meetings to be arranged or rooms being too hot or cold or online meeting not working or asking employees if they would like myself or one of my work colleagues to bring the guests up to the meeting or would they like to come down to escort the guest up to the room if they are not busy.

Can you tell us a little about your colleagues in AIB and how they support you?

My work colleagues that I work with in AIB are all women which I like as both my primary and secondary school I was in was all boys and I like that I am the only man on the team as I want to show people that men can be receptionists as well as women and I have gotten a lot of recognition for it which I appreciate. My work colleagues have always been so supportive in AIB ever since I started in the sense that they're such a lovely group of people to work with, they always give me advice, we always help each other, make sure that we are always of assistance if possible or required and we work so well together as a team and it reminds me just how enjoyable being part of a team really is.



What do you enjoy the most about working in AIB?

What I enjoy the most about working for AIB is working at reception as I am one of the faces you see when you first come into the building, therefore it is my responsibility to promote a friendly and professional service and to make sure I am being the best face of AIB Molesworth Street as I possibly can and so far, I definitely feel I have accomplished this and I want to make sure that I continue with this achievement. I also enjoy talking to staff and guests about meetings because I enjoy asking the booker if they would like myself or one of my work colleagues to host the guests to the room and if so, I bring the guests up and ask how they are keeping, how their day is going and if it is their first time in the building which I also really enjoy.

How did you feel when you found out that you were being offered a permanent role in AIB?

When I found out I was offered a permanent role in AIB, I felt like jumping for joy as it was such a huge accomplishment for me because I have always wanted to work in a place like AIB and I was enjoying my internship with them so much. There was a small part of me that was hoping that I would be made permanent because I had made such strong connections with my work colleagues and I was always so happy seeing all the employees and guests and talking to them. I remember saying to myself that even if I didn't get offered the permanent role in AIB, I would always remember the fun and happy memories I had with AIB and that it such an enjoyable and memorable experience and that I would remember for the rest of my life but when I got made permanent, It was like a dream come true and even to this day, I am so proud of myself that I got made permanent because it showed all my hard work paid off.



Sean working at the front desk in AIB



What are your goals for the future?

My goals for the future are to continue working in AIB and gain as much experience as possible and maybe go back to college in a few years' time. I am not going to stress or worry about the future as I am very happy with my permanent role in AIB and now that my permanent contract is in progress, I might be offered more hours and to work on Fridays as well. I am thinking about doing Marketing if I do decide to go back to college as I really enjoyed learning about it in school and in Trinity College and my lecturer told me I have lots of potential and that I should consider doing a course in Marketing. I also have a few other ideas as to what I could study if I can go back to college like Youth Work or Film Studies as they are both modules I know I will enjoy but as for the time being, I am going with my new permanent role in AIB and continue working there to the best of my extent.

What Sean's colleagues in AIB say about him

Simon Hand, AIB Facilities Operations Manager:

Sean has seamlessly integrated into a high quality, 5 star Front of House team in AIB. Over a very short period, he has become an integral part of the team. I am delighted that Sean has decided to take on a permanent role within the organisation and I look forward to working with him into the future.

Yasmin Mansour Portico Guest Services Manager in AIB:

Sean is a fantastic member of the team here at reception in AIB and we are delighted that he has been made permanent in his role. Sean has shown superb customer service skills with clients and staff within the building and his infectious, bubbly personality always shines through.



Sean working at the front desk in AIB



Aoife Cleary



HIBERNIA
COLLEGE

Aoife completed the Certificate in Arts, Science and Inclusive Applied Practice in June 2020. She started working with Hibernia College in March 2021 and has been there ever since. Aoife was offered a permanent contract with Hibernia College in October 2022.



Aoife working at her desk in Hibernia College

Can you tell us a little bit about yourself and your background?

Hi my name is Aoife, I'm 23 years old and I'm from Dublin. I like creative things like art and photography. I've also been told I'm very funny and I like making people laugh.

You have now been working with Hibernia College for 2 years, so can you give us a summary of the type of work that you do there?

Yes, the time has flown by so far and it has been a great experience. My role is internal communications officer and I interview 2 staff members per edition of the internal newsletter. I like to ask people questions about their favourite hobbies, movies, and travel destinations.

How do you think you have changed since you started working in Hibernia College in March 2021?

I feel like I have grown a lot in confidence and my people skills have improved as I get to interact with the staff here. Since I am always interviewing people, I get the chance to constantly improve my communication skills too.

How do your colleagues in Hibernia College support you and make you feel included?

My colleagues here in Hibernia College are always friendly, welcoming, and funny. They are always in good humour and never fail to make me laugh. I don't ever feel excluded, and I am always part of the conversation.



What do you enjoy the most about working for Hibernia College?

I love the environment and I like the opportunity it gives me to focus and be productive in my work. There is a professional and friendly vibe which makes me feel comfortable yet motivated to do my best with each task I take on.



Aoife Cleary proudly working in Hibernia College

How did you feel when you found out that you were being offered a permanent contract?

I was absolutely delighted to be offered a permanent job. I really love the people here so it's great to be given a permanent position. It is one of my favourite memories of all time and I feel very grateful.

How has having a permanent contract in Hibernia College changed your life?

Having a permanent contract in Hibernia College has given me more social ability and independence. I now have the opportunity to financially plan and save up for things I'd like to buy. It also adds structure to my week and gives me a great sense of purpose.

What Aoife's colleagues in Hibernia College have to say about her

Justin Staunton, Learning Technologist

Aoife is a great addition to our team at Hibernia College, she sits with the Digital Learning Design Team and I have enjoyed working with her on one of the Newsletters that she produces. Aoife is a breath of fresh air in the office and always has a fantastic smile that greets you every Tuesday morning. The chats we all have about movies, Netflix box sets (**The Last Of Us**) books, and what she and everyone did over the weekend lifts the atmosphere, and of course, Tuesdays would not be Tuesdays without Aoife's favourite Krispy Kreme donuts, **Aoife Rocks**.



Sueanne O'Halloran, Faculty Manager:

The role Aoife undertakes within the College as Internal Communications Officer has allowed diversely spread-out colleagues to feel they know one another better, and every two weeks brings a lightness to the working day, that everyone seems to look forward to. She has imprinted her unique style on the fortnightly newsletters. She's a genuine, funny and valued colleague and I've had to great opportunity to work with her one-to-one once and enjoyed it greatly. I'm glad I've had that opportunity to get to know her better.

Joanna Butler, HR Intern

Aoife is a wonderfully vibrant addition to the team who brightens up every room she walks into. Having Aoife as part of the team in Hibernia College adds so much diversity, value and kindness. Aoife has thought me so much on a personal and professional level and equally, she is always so willing to get involved and undertake the tasks set for her.

Cristina Morales, HR Manager

Having Aoife in the College is a wonderful reminder of the fact that we all have different needs and we all offer a different set of skills and abilities. I am certain that Hibernia College is a better place because of Aoife and the work she does with her newsletter has tackled an issue we had been battling with since 2020....employee engagement! I feel very lucky to have Aoife in my life, I am learning so much from her!



Aoife with her colleague Sara Serpilli



Aoife with Sueanne O'Halloran, Faculty Manager



Barry O'llwill



Barry completed the Certificate in Arts, Science and Inclusive Applied Practice in June 2020. He started working with Cpl in August of this year. Barry made such an amazing impression on his Cpl team that he was offered a permanent contract before his 6 month internship had even been completed.

Can you tell us a little about your colleagues in Cpl and how they make you feel included?

My colleagues help me if I get stuck with something and my colleagues are always there for me they always make me feel included.

What do you enjoy the most about working in Cpl?

I enjoy making new friends in Cpl and I love learning new skills. I also love eating lunch with my colleagues.

How did you feel when you found out that you were being offered a permanent role in Cpl?

I was very surprised when I was told that I was being made permanent. I feel very happy that I received my first ever permanent contract.



Barry O'llwill proudly working in Cpl

What are your hopes for the future?

My hopes for the future are to buy a house and a car and do my driver theory test.



Is there anything else that you would like to say about your time as a student in Trinity College, or about your team in Cpl?

I loved college and being part of college life and I enjoyed the course that I was doing I also really liked making new friends in college. I really loved going to the shop at lunch time and I really being part of a group.

I love being a part of the Cpl team. Everyone has been so supportive of me since I joined the company and I am so happy that I am now a permanent member of the team.

What Barry's colleagues in Cpl say about him

Shane Greene, IT Operations Manager Cpl

Barry has worked closely with the lads and has been a great help so deserves this fully. He would brighten a dark room, and more importantly he is a great worker.

Conor Lyons, IT support Cpl

Barry has proven to be an excellent and impactful team player during his time with Group IT here at CPL. The team have really appreciated the dedication he has put in to making the work environment a better place and the assistance he has provided us since joining. We're happy to have him on our team.

Glen Murphy, IT Support Cpl

Barry has been by my side since the day he joined Cpl, and I couldn't have asked for a better work colleague and friend. He has been an absolute delight throughout the office, with a smile and laughter. Barry has brought the true meaning of togetherness upon Cpl. This man goes the extra mile in all he does in his work, but also as well as spreading positivity within the team. Keep up the great work my dude!



Barry with his Cpl team



Kai Tiernan



Kai completed the Certificate in Arts, Science and Inclusive Applied Practice in June 2020. He started working in Grant Thornton in March of this year, originally on a 6 month internship which was then further extended. Kai then received his first ever permanent contract before Christmas. He was absolutely thrilled with this amazing news!



Kai on his graduation day in Trinity College Dublin with Marie Devitt from the TCPID

What do you enjoy the most about working in Grant Thornton?

I enjoy the work that I am given. I enjoy that I come to work in Dublin City. I am happy to be learning new skills.

Can you tell us about your colleagues in Grant Thornton make you feel included?

My colleagues give me extra time to do work. They invite me to the company events. They are there for me if I have problems.

Were you surprised when you heard that you were being made permanent in Grant Thornton?

Yes, I was. It was a complete shock. I didn't expect this to happen.

How do you feel now that you have received your first ever permanent contract?

I am very relieved and excited.

What are your hopes for the future?

I would like to keep going working and learning.

Is there anything else that you would like to say about your time as a student in Trinity College, or about your team in Grant Thornton?

Trinity is a brilliant university to go to and as an intellectually disabled person. The ASIAP course is really a great course and I am glad that Trinity is inclusive for people with disabilities. I would highly recommend this course for new students with disabilities. I really appreciate the help that Marie and my tutors have given me. Also I'm very happy that I made some good ole friends.



I would really like to thank Jillian, who is my manager in Grant Thornton because I don't think that I would have this opportunity if it wasn't for her. Grant Thornton is a great place to work.

I'd also like to thank Marie and Barbara for helping me find work placements and the support they have given me while I've been in Grant Thornton.

From Kai's Grant Thornton Manager Jillian O'Sullivan:

Kai has been a fantastic addition to the Grant Thornton team since he joined us earlier this year. He has worked extremely hard and is always keen to learn more and to help out wherever he is needed. We are delighted to be able to offer him a permanent role as we can't imagine our team without him with now.

From Kai's Mum:

I am so happy and immensely proud of Kai. To say I am grateful to his mentors in Trinity feels like a gross understatement. I've been amazed at the support and guidance they provide to the students long after they have finished the course. It truly is invaluable and should be the model for how we educate and support our young people with disabilities. It is a great relief to me that Kai has found a workplace that is inclusive and supportive of him and I am very thankful for the opportunity he has been given by Grant Thornton in offering him a permanent contract. Kai speaks very highly of Jillian, his mentor and of other staff that he works with. It is such a thrill to witness his achievements and I am really excited for this next chapter.

From Kai's Grandad:

Congratulations Kai, on your appointment to a permanent job at Grant Thornton. Well done. As you know, they are a brilliant company to work for and I'm sure that you will be happy there in your career. They will give you lots of help with your work and they will appreciate your talents and your friendly personality. Again, well done Kai and best wishes for your future. From your proud granddad.



Kai standing beside his manager Jillian O'Sullivan, proudly holding his permanent contract



Open Day and Course Applications

We held our 2023 **Open Day** for our Certificate in Arts, Science and Inclusive Applied Practice course on Monday January 16th. This was held online to allow as many people as possible to attend.



You can view a recording of the course outline at the following link:

<https://www.tcd.ie/tcpid/courses/asiap/>

We will be **accepting applications for September 2023 from April 1st** so please share the details with anyone who might be interested in applying to do our course.

You can see the full course prospectus at this link:

https://www.tcd.ie/tcpid/assets/docs/2022/tcpid_brochure.pdf

Interviews will take place over the coming months.

For further information on how to apply please go to our website:

<https://www.tcd.ie/tcpid/courses/how-to-apply/>

Alternatively, please email tcpid@tcd.ie



New Collaborations

We are delighted to announce three exciting new partnerships with Cairn, Global Payments and William Fry.

Cairn

Founded in 2015 **Cairn** is today Ireland's largest homebuilder with over 19,000 people living in a Cairn-built home. Active on over 20 sites across Ireland, Cairn has both the capability and resources to lead the significant delivery of new homes to meet demand now and into the future.

For more information about Cairn, go to: www.cairnhomes.com

Chief People Officer Maura Winston speaking about the partnership said:

"We are delighted to partner with the Trinity Centre for people with Intellectual Disabilities. At Cairn, we try to imagine a better tomorrow and start working towards it today. We feel that the more experience and personality we have on our team the better. By building a more diverse and inclusive workplace, we are closer to building a more inclusive and diverse Ireland – one home at a time."

The Cairn logo, consisting of the word "CAIRN" in white, bold, uppercase letters on a dark red rectangular background.

CAIRN



Global Payments

Global Payments Inc. (NYSE: GPN) is a leading payments technology company delivering innovative software and services to their customers globally. Global Payments in Dublin, Ireland is a key hub for all areas of the business, including engineering, product and business technology. Home to 180 team members through a hybrid working model, this is where they design, build and integrate our solution and collaborate with our global colleagues to help our customers accept payments in-person, online or on the go. Global Payments delivers payment technology in 170 countries throughout North America, Europe, Asia Pacific and Latin America.

For more information, visit www.globalpayments.com and follow Global Payments on Twitter (@globalpayinc), LinkedIn and Facebook.

Angela Bergin, SVP and Dublin Site Leader said about the partnership:

“Global Payments Dublin is delighted to partner with TCPID to provide real and meaningful employment opportunities for people that will deliver value to our office. We’re all very excited to work with TCPID and get to meet the students and graduates starting this summer 2023.”

globalpayments



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William Fry

With a long-standing reputation for innovative advice and superior client service, William Fry is one of Ireland's premier law firms, ranked in the top tier by legal market commentators such as Chambers Global and the Legal 500. Our clients include leading Irish companies in all major sectors of the economy, Government departments and agencies, and household names on the FTSE 100 and Fortune 500. The Firm's priorities are focused on the need to achieve results for clients. Continued investment in people, technology and research maintain the Firm's ability to provide practical and prompt solutions. We have over 450 people working in Dublin, Cork, London, New York, San Francisco and Silicon Valley.

More information about William Fry can be found at:

www.williamfry.com

Speaking about the partnership, Owen O'Sullivan, Managing Partner of William Fry said:

"As part of our commitment to diversity and inclusion and providing access to the workplace, we are partnering with Trinity Centre for People with Intellectual Disabilities and extend our support through work placements and internships. William Fry strongly believes in the importance of both work experience and education in promoting independence and success for the next generation of young people with disabilities. We hope to help in breaking down barriers to employment and provide people with valuable skills and experience that will benefit them throughout their careers."

WILLIAM FRY



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Thank you as always to all of our Business Patrons, Business Partners and other collaborators for your continued support





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