



Pathways to Employability:

Inclusive Internship Models for Disabled Students in Higher Education

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Programme Origins & Ethos

**HEA System
Performance Framework
2023–2028**

**Trinity College Dublin
Strategic Plan (2025 -
2030)**

**TCD Disability Service
Action Plan (2025 -
2030)**

People - Purpose - Place

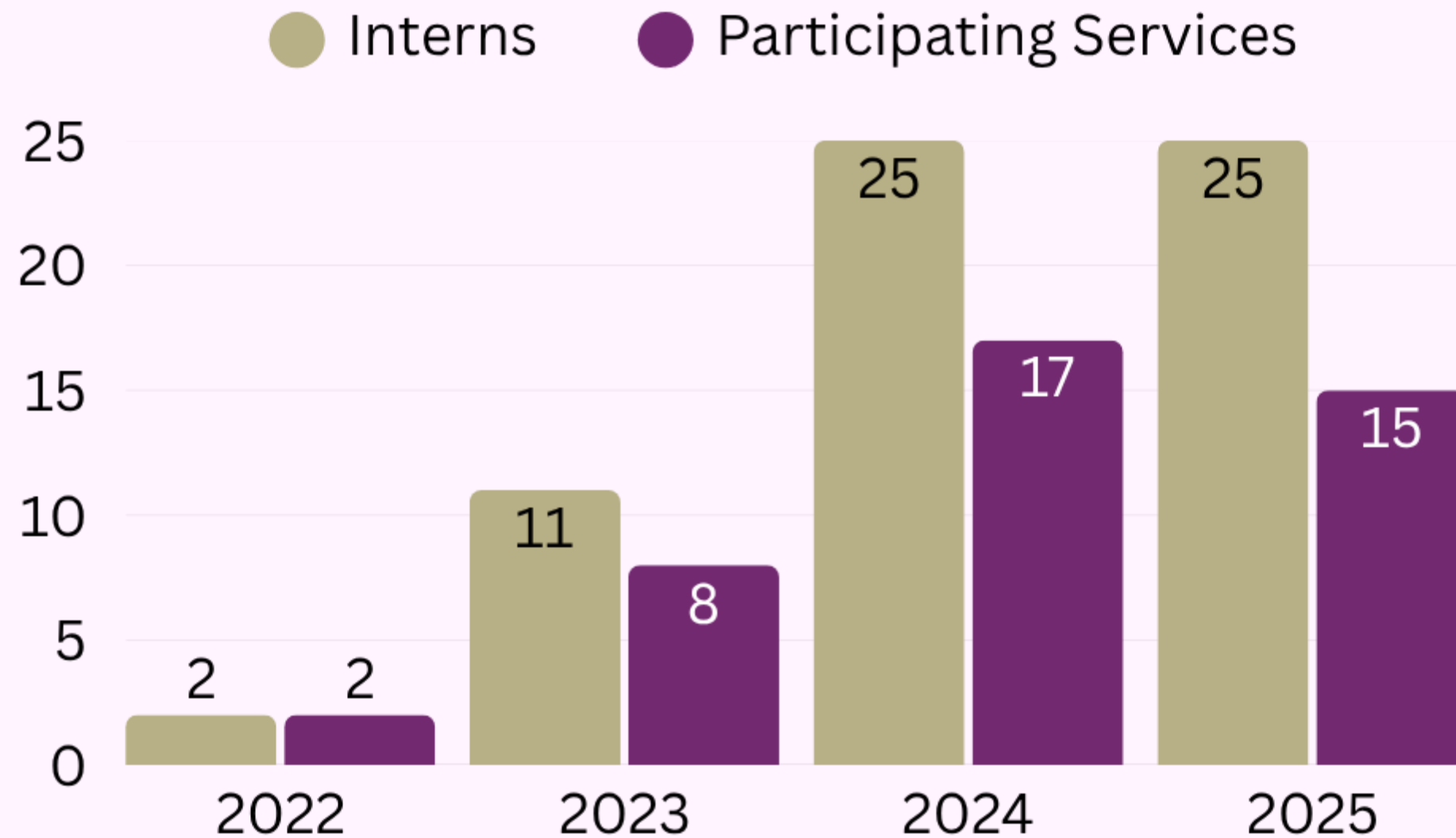
Disabled
partnerships
and leadership

Enhanced
accessibility
and inclusion

Enhanced
employment
opportunities

Research
and
innovation

The Inclusive Internship Programme



Key Details

What aspects of the programme were targeted?

- Variation of disability categories represented
- Provision of placement options across diverse industries
- Provision of placement options for different levels of experience
- Duration of internships

What aspects of the programme were universal?

- Training and onboarding provided
- Provision of living wage
- Access to supports

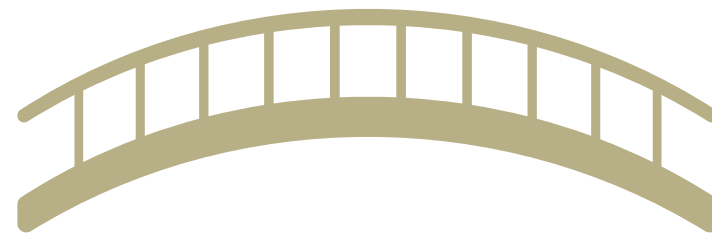


A Bridged Approach to Supports

within TCD's Inclusive Internship Programme

Employers

- Monthly training
- Employer onboarding
- Weekly drop-in support
- Resource development for all future incoming employees
- Accessibility audits



Interns

- Application process support
- Onboarding
- Weekly peer meetings
- 1:1 occupational therapy
- 1:1 Employment support
- Connection with relevant industry mentors

Programme Outcomes

Interns

- Increased workplace readiness and confidence
- Transition to full-time, permanent employment post-graduation
- Increased awareness of disabled employee rights through European Employment Law training
- Long-term friendships and connections within the disabled community
- Increase confidence in self-advocacy and disability disclosure

Employers

- Increased understanding in disability awareness and accommodations in the workplace
- Enhanced engagement with the Disability Service for existing disabled staff
- Physical and sensory accessibility adaptations to worksites
- Ongoing and embedded changes to recruitment practices



Roadmap to the Future

Our Aims:

- Continued adaptation of Fourth Space Principles and Trinity Integrative Inclusive Model for mainstreaming.
- Increased alignment with the UN's Sustainable Development Goals (Goals 4, 8, 10).
- Established governance methods and accountability structures.
- Mainstreaming of inclusive practices: accessibility audits, workplace passports, supervisor training.
- Move from short-term projects-based funding.
- Increased provision of layered approaches to supports: universal, targeted and specialist.



Contact us:

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QR code to
our website

