

# TCPID - TRINITY INTERNSHIPS



Trinity College Dublin  
Coláiste na Tríonóide, Baile Átha Cliath  
The University of Dublin

CHECKING IN | February 2023 |



Jack Egan, Intern, and his colleagues in the Trinity College Dublin, Business School.

**“I WAS SO  
EXCITED WHEN I  
WENT TO THE  
CHRISTMAS  
PARTY. I REALLY  
FELT PART OF THE  
TEAM”.**

In 2022 Trinity College Dublin engaged with the Trinity Centre for People with Intellectual Disabilities to provide four internship places for graduates of their programme. This was a landmark moment for the college and the centre whereby graduates would be employed by the college and visible on campus in a professional capacity.

## BACKGROUND

Upon completion of the Arts, Science and Inclusive Applied Practice (ASIAP) course in the Trinity Centre for People with Intellectual Disabilities (TCPID) many of the graduates engage in three or six month internships with one of our 40 business partners. This internship is of huge benefit to graduates giving them real world employment experiences, increasing independence and self-esteem. Close collaboration and support from the team in TCPID with the business partners ensures that graduates can meet their full potential and partner organisations feel supported and confident in their inclusive journey.

In July 2022 Trinity College Dublin became a first time employer of four graduate Interns. As part of this 'check-in' we interviewed the Mentors in each partner department and the Interns themselves to see how they are getting on in their internships in Trinity College!

All Mentors acknowledged that the experience of hosting an Intern brought a new dynamic to their respective teams. The graduate's good spirits and friendliness brought a humanity to the workplace which can often be missing in the sometimes busy and fast-paced environments in which we work.

A willingness to learn, a keen interest in doing a good job and being an equal and valued part of the team was noted.



"I feel I can help the students and businesses because I have been a student and an Intern, I know what it is like."

*Sadbh Feehan Intern, TCPID.*

Sadbh Feehan, Intern, TCPID. Sadbh has engaged with all areas of work in the centre. Particular with potential Business Partners where she presents on the value of workplacements and internships for graduates. She brings a unique insight as a past student and graduate herself.

## 01

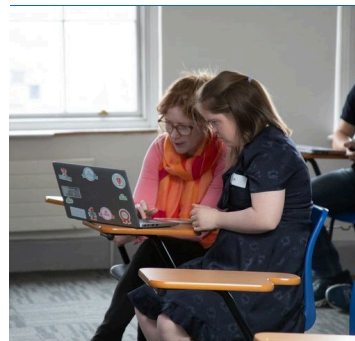
### **Business School**

Intern: Jack Egan  
Mentor: Ruth O'Leary

## 02

### **Human Resources**

Intern: Cian Banahan  
Mentors: Rachel McNamara & Eimear Reilly



## 03

### **Estates and Facilities**

Intern: Liam Cummins  
Mentors: Maris Kapostins & Eugene Delaney

## 04

### **TCPID**

Intern: Sadbh Feehan  
Mentor: Marie Devitt



Interns strongly emphasised how much being a member of staff meant to them. They particularly voiced pride in being on staff in Trinity College. Without exception they noted how their inclusion in any social occasions, be it lunchtime or after work socialising meant the world to them.

Having some ownership over their role was important to them, where they felt responsible for a piece of work.

All the Interns loved any human interaction as part of their role.



“I love chatting to people when I am out and about on campus”

*Liam Cummins, Intern, Estates and Facilities.*

Liam Cummins, Intern, Estates and Facilities. Liam can be spotted around campus working with his colleagues in the busy Estates and Facilities Department. He particularly likes meeting people and chatting to them. He also loves the physical activity in the role and is a great addition to the team!

## Learning

Hosting an intern is a 'whole team' approach. With hybrid work practices the one mentor per intern model is no longer relevant. Further research in how to support partners and interns to engage positively with the new working environment is currently being undertaken by the TCPID team.

## Learning

Mentors can struggle with task assignment. More direction on potential tasks that could be allocated to a student alongside the existing skills profile provided was identified a potential additional help.



## Learning

Partners who had day to day repeated jobs which could be assigned to the intern indicated that this was helpful in empowering interns to 'own' their role. As the Intern progressed new challenges could be assigned.

Time should be put aside to ensure new tasks are bedded in.

**To find out more about being a Partner with TCPID  
Contact Marie Devitt, Pathways Coordinator  
devittma@tcd.ie**

**Or visit our website [Business Partner page](#)**