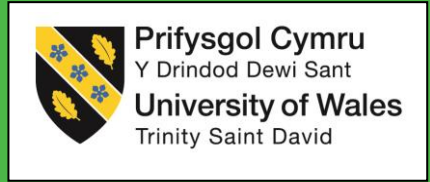




## University of Wales Trinity Saint David Employability

### Inspiring the future generations: INSPIRE Internships



**Profile**

- HE & FE
- 11400 students (includes full and part time students)
- 2125 staff
- Urban and rural campuses

### About the project

#### Summary

The INSPIRE Internships give 10 students a year the opportunity to explore their passion for sustainability whilst enhancing their CV, getting paid and increasing their employability.

Each of the INSPIRE interns are provided with the mentoring, knowledge and experience that enables them to deepen their understanding of sustainability and make a positive difference to our university, community and environment.

#### Project partners

The programme is managed through a partnership between the University's Institute of Sustainable Practice, Innovation and Resource Effectiveness (INSPIRE) and Student Services.

Through the internships we have developed partnerships with Fairtrade Wales, Swansea Bay Fairtrade Forum, Carmarthen Fairtrade and the National Union of Students to support our Green Impact and Fairtrade & Sustainable Food interns.

### The results

#### The problem

The introduction of the Wellbeing of Future Generations Act (WFGA), Wales' unique legislation for delivering the UN Sustainable Development Goals, puts sustainability at the forefront of thinking for public bodies in Wales.

With around a quarter of people in employment in Wales working within the public sector this is a key area of employment for our future graduates and we recognized that this change in legislation would mean that a knowledge of delivering sustainability will be key to employment in Wales.



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### The approach

The INSPIRE Internships were first introduced in 2013 as a way to engage students in the sustainability agenda, and were initially run as a reward scheme in partnership with the Student's Union.

Following the success of the program, which effectively embedded sustainability in to the daily lives of our students at UWTSD, the scheme was expanded to provide students with the opportunity to gain valuable paid work experience in the field of sustainability.

### Our goals

Our goal is to create a community of graduates who are ambassadors for the sustainability agenda and are equipped and skilled to make positive contributions to our environment, society and economy in the future.

### Obstacles and solutions

Obstacles	Solutions
Engaging students in the sustainability agenda and the INSPIRE Internships.	<p>We worked with a number of different departments across the University including the Students' Union, Careers, Student Services and the Student Experience Department to promote the internships.</p> <p>We also created links with academic faculties who started to recommend the internships as a great way to gain work experience to support their degrees.</p>

### Performance and results

Since 2013 33 students have completed the INSPIRE Internship programme, and the experience and knowledge they gained and the skills they developed during the internship had a great impact on their employability and help them to reach their career goals.

The impact that the internships have had on the employability of our interns can be seen in examples from our 2016-17 INSPIRE Interns;

- Brad was INSPIRE Blog & Design Intern for two years whilst studying for his degree in Digital Arts. His experience as an intern helped him in his future career as at a recent job interview the company was very interested in the experience he had gained from the internship. Brad is now in full time employment as a Graphic Designer.
- Ben fulfilled the role of Fairtrade & Sustainable Food intern throughout 2016-17. After this internship Ben applied for an Online Communications internship at the World Fair Trade Organisation, and after a conversation with representatives from WFTO they recommended he took a position in their global HQ in Europe! Ben is now studying for his MSc.
- Laura an Energy & Waste intern was inspired by her internship work and decided to carry out her dissertation project on researching the essence of a sustainable university, with UWTSD the subject of her research. Laura is now about to start her postgraduate studies.



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- Abdulla was the Green Impact intern whilst studying his Environmental Conservation degree. After finishing his INSPIRE internship Abdulla was successful in getting a summer internship in Dammam where he is researching air quality and the local marine environment.

## CO2 savings

Please record the **annual** carbon savings\* you have/will achieve with your initiative\*\*.

CO2t savings 2016/2017:	932kg CO2 (Estimated) INSPIRE Interns also supported the Green Impact teams which achieved savings of 47.4t of CO2.
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## The future

### Lessons learned

We learned to be flexible on the areas of sustainability the INSPIRE interns worked in and to get rid of the job description and instead allow the students' passions and skills to lead their work. We have also developed the programme to offer more support and training around transferrable skills such as project and time management.

INSPIRE are now undertaking research on experiential learning through internship programmes so we will be seeking more formal feedback this year.

### Top 3 learnings from implementing your project

- 1 Be open to students' ideas. They are innovative problem solvers!**
- 2 Recruit on personality and passion, not on the application form.**
- 3 Be realistic as to what students' can achieve.**

### Sharing your project

The INSPIRE internships have been promoted online via our website, social media and Life Design Hub. The INSPIRE Interns were also featured in our local newspaper for their Fairtrade Fortnight activities!

### What has it meant to your institution to be a Green Gown Award finalist?

The INSPIRE internships are an embodiment of our core mission to transform education and transform lives, so it great to be recognised for this commitment, and the hard work of our staff and students who made this programme a success, by being shortlisted for a Green Gown Award in the Employability category!





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### Further information

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