

# Icon Internship Programme Case Studies

## Host case studies

### Robert Entwistle Icon intern, Suzanne Hill 2006-7

#### Conservation Officer

Colchester+Ipswich  
Museums

"An important and historic natural history diorama was conserved, cleaned and re-displayed. The diorama dated from 1903 and had suffered over the years from pest attack and neglect. Suzanne Hill, the intern, was able to research the diorama, find out its history from museum files and archives and clean and conserve the birds.

"The museum was able to install new lighting and sound. The museum got a lot of positive publicity and re-discovered an important piece of its history.

"The museum also recruited a large team of volunteers to help the intern. Some of these were young people who went on to do courses in history/conservation at university. Some now work in museums and others continued to volunteer."

Robert Entwistle, Conservation Officer, Colchester and Ipswich Museums Service

Robert is currently involved with The Ipswich Arts & Museum Project which will transform the Museum into a visitor attraction focused on Ipswich's culture, heritage, science and the arts.

### Sarah Peek

#### Icon intern Tiago Oliveira 2013-14

#### Director

SARAH PEEK

"Having taken on interns more informally before, it was the natural next step to work with Icon.

"The way that Icon summarise and make the Standards accessible is really valuable. These professional Standards allow you to have a very open and honest dialogue with the intern; which is a useful framework for providing constructive criticism." The main benefit for Sarah's organisation was to help newcomers to the sector, promote the name of the studio, change the dynamic within it and bring in new ideas and experiences. Sarah was not looking to the internship as a means to recruit.

"As a commercial organisation, we could not afford to pay for the intern and develop them. Until an intern is able to produce a standard of work that is suitable and saleable, there needs to be some form of stipend."

"The legacy of the programme is the awareness across the profession of the importance of workplace experience."

Sarah took the decision to employ her Icon intern Tiago Oliveiro and her aspiration is that he will now pursue the route to professional Accreditation