



# Inclusive Career Pathways

**The Sydney Opera House's Workplace Readiness Program opens doors for young people with intellectual disability and shows what's possible when inclusion is put into action.**

## **Why it matters**

Inclusive jobs build stronger teams, better workplaces, and lasting impact across industries and communities.

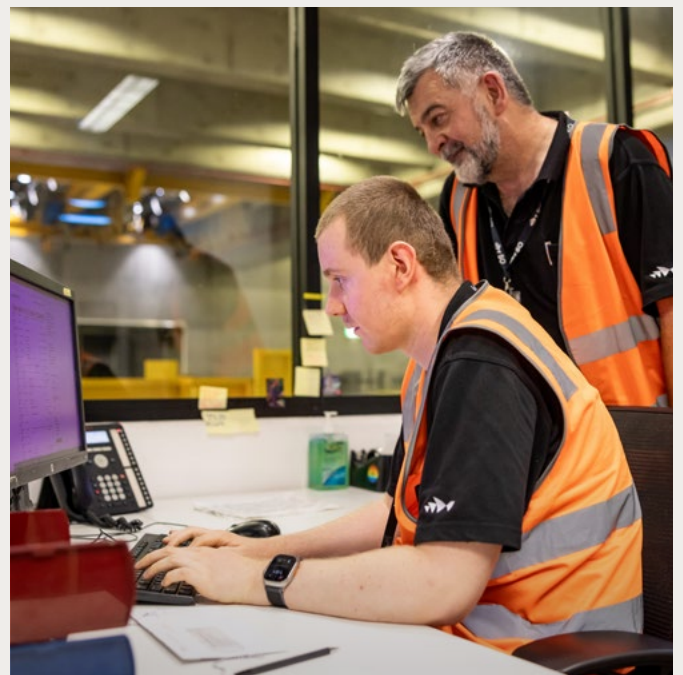
## **Who is this resource for?**

Leaders who are ready to provide more inclusive opportunities and who want to create change in their own workplace.



*"I would definitely encourage other managers to engage with the program. It's been highly rewarding and fantastic for our team as well."*

**Workplace Readiness  
Program manager**



# 1

## Preparation

Collaborate with an inclusive career or disability employment organisation to build a supportive and inclusive workplace for new employees.

### A. Job Scoping

- Co-design tasks and roles with specialist disability employment organisations and candidates to ensure a good role fit and genuine engagement
- Offer a work trial to help the candidate get a sense of team environment and schedule

### B. Manager Training

- Provide disability awareness training for managers to foster inclusive leadership and ensure employee success

### C. Team Training

- Facilitate disability awareness training for the whole team to embed inclusion and support for everyone

### D. Social Mentor Training

- Train engaged staff to connect with the new employee for broader social connections beyond their immediate team

# 2

## Implementation

The transition coordinator and social mentor to work alongside the employee, ensuring smooth onboarding with ongoing guidance and collaborative problem-solving.

- If challenges arise, the employee is empowered to explore solutions

*“I found this a deeply rewarding program to take part in. There were benefits and learnings for both myself and for my mentee.”*

**Social mentor**

# 3

## Ongoing evaluation

Adapt strategies collaboratively—celebrate progress and address needs as they arise.

- Include mechanisms for input from employee, team and mentors to drive continuous improvement
- Identify what success means to the employee and explore ongoing development

*“It’s the best because you learn so much, the people are the best and the Sydney Opera House is a pretty good place to be.”*

**Program employee**

This material is designed with and for people with disability. We welcome your feedback to make it even more inclusive.

### For more information

**Email** [accessibility@sydneyoperahouse.com](mailto:accessibility@sydneyoperahouse.com)

**Explore** [sydneyoperahouse.com/visit/accessibility/workplace-readiness-program](https://sydneyoperahouse.com/visit/accessibility/workplace-readiness-program)