

# CROWN*ability*

Crown Resorts' Disability  
Employment Program

*Matching abilities with real jobs*

CREATING PATHWAYS  
TO INDEPENDENCE



CROWN  
RESORTS

## WHAT IS **CROWNability**?

The **CROWNability** program is Crown Resorts' commitment to providing an employment pathway for people with disability.

Our program is about ensuring that people with a disability are given every opportunity to gain employment at Crown in the diverse range of roles available.

To support this initiative, we have implemented a recruitment model designed to match people's abilities to real jobs.

## **CROWNability** GOALS

1. To create employment opportunities for people with a disability.
2. To achieve sustainable job outcomes.
3. To be a disability confident organisation.





## THE **CROWNability** STORY

In the development stage of the program, there was a need to have a name which clearly represented our main objective, which is to focus on what a person can do rather than on their disability.

One of our staff members, Rob Wesley, who has worked at Crown Perth for over twenty years, came up with the name for the program – *CROWNability*.

Rob has an acquired brain injury and he experiences some difficulties with his memory.

Through appropriate support systems provided in the workplace, Rob has become a valued member of the Crown team working his way up through the ranks from Busboy to various Customer Service roles and to his current role as *CROWNability* Coordinator. Rob would endorse that he has had a fulfilling employment journey at Crown Perth and it continues to grow.

## THE PROCESS

Our Recruitment, Human Resources and CROWNability teams work to ensure that we match people's interests and abilities with appropriate and meaningful roles.

We have a full-time Group Disability Employment Manager who facilitates the CROWNability program, along with a CROWNability Coordinator, specially trained recruitment teams and a number of Disability Employment Service providers who we work with to find the most suitable role for each candidate.

Customised training is provided on the job and we identify any support or workplace modifications required for employees to perform their job, with necessary adjustments being made as requirements change.

The CROWNability process and model consists of three important stages:

- Pre-employment
- Recruitment
- Post Placement Support



## TYPES OF JOB OPPORTUNITIES AT CROWN

The *CROWNability* program represents a fresh approach to open employment which sources, selects, employs and supports people with disability. The program develops and nurtures valued partnerships with our selected Disability Employment Service providers.

Job seekers are placed into roles where they can safely and effectively perform their role which ensures a better chance of sustainable employment.

*CROWNability* employees work in a variety of roles across our resorts, and some of the current filled positions include Wardrobe Attendant, Environmental Services Attendant, Supplier Manager, Customer Service Advisor and Food and Beverage Attendant.

There are ongoing opportunities to apply for other roles, and employees have access to numerous employee benefits at Crown including onsite in-house training, free meals in the Staff Dining Room, free uniforms that are fully maintained and laundered daily, as well as special offers and discounts at Crown's restaurants and hotels!





If you are interested in a career at Crown Resorts where your abilities will be recognised and valued, we would love to hear from you.

**For further information:**

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