



GUIDELINES

CREATEABILITY

Internship Program 2018 Guidelines

The Createability Internship Program is a unique partnership between Create NSW, Accessible Arts and a range of major arts and screen organisations. The Createability initiative is an open-ended policy commitment by Create NSW to work across the arts, screen and cultural sectors to grow participation for practitioners with disability.

Internships, attachments and industry placements for emerging practitioners are well-established pathways to employment in the arts, screen and cultural sectors and we consider this program a critical step towards working with the NSW government and industry to deliver longer term job placements in the sector.

The Createability Internship Program includes customised training for up to eight participants with disability, facilitated by the leading arts + disability organisation, Accessible Arts, followed by paid internships in major organisations across the arts, screen and cultural sectors. These host organisation partners include the Sydney Opera House, Sydney Festival, Museum of Contemporary Art, Campbelltown Arts Centre, Carriageworks, National Theatre of Paramatta, Animal Logic, Jungle Entertainment, ABC, SBS, Nine, Goalpost Pictures and Art Gallery of NSW.

The internships will be in a variety of creative and technical areas in the arts & cultural sector and screen production, including marketing, curating, production, front of house, arts administration, public programs, art department, camera and sound, writing, producing, editing and more.

Applications are open to any NSW based person with disability, over the age of 18, who has been actively engaged in or seeking a career opportunity in the arts, screen and culture industry. Applicants are encouraged from eligible people with all levels of previous experience including those new to the workforce. Applications will be assessed by a panel comprised of Create NSW and Accessible Arts staff. Shortlisted applicants will progress to an interview stage before final selection of the eight interns is made.

Prior to starting their internship, each of the eight individuals will be matched with an organisation. A work program will be developed based on the skills and interest of the participants, alongside the opportunities and requirements of the organisation. Interns without prior experience will be provided with bespoke job-ready training. The host organisations will also be provided with customised disability awareness training facilitated by Accessible Arts.

Please note: Applications will open for internships at 12 noon on Monday 16 July and close at 5pm on Friday 17 August.

Who is eligible to apply?

Any NSW based person with disability, over the age of 18, who has been actively engaged in or seeking a career opportunity in the arts, screen and cultural sector.

The [Disability Inclusion Act 2014 \(DIA\)](#) defines disability as:

“The long-term physical, mental, intellectual or sensory impairment which in interaction with various barriers may hinder the full and effective participation in society on an equal basis with others.”

The term ‘disability’ can also include deaf or hard of hearing people. The Deaf community may not always identify as having disability or impairment, and may define themselves as a culturally and linguistically diverse group due to their use of Auslan (Australian Sign Language).

How do I apply?

Before you apply, please read the Createability Internship Program guidelines, found on our website here:

While we encourage the submission of applications using our online application form: <https://manage.smartygrants.com.au/form/211268/preview>, applicants to this program are welcome to submit their proposals in any accessible format, for example by email, audio file, video, handwritten or printed document. If you choose to submit a video application, it need not be a fancy or professionally edited clip, it can be as simple as one shot on an iPhone.

We do ask all applicants to provide the following information:

- Contact Details:
 - Name
 - Date of Birth
 - Address
 - Contact phone number
 - Email address
- CV or short bio– including details of relevant work, volunteer and study experience and/or qualifications
- Do you identify as Deaf or as a person with disability? Yes No
- Outline any support and/or access requirements you may have
- Outline your previous work and/or volunteer experience as it relates to the arts, screen and cultural sectors.
- A summary of what formal or informal training and employment you have been involved in.
- What you hope to get out of the Createability Internship and why you believe it would be of value to you at this point in your career?
- Description of the type and/or area of work you might be interested working in. This could include identifying one of the host organisations listed as participating partners or another organisation you are interested in.
- An independent referee who can speak to your suitability for this program.

How do I get my application in, if I don't use the online application form?

By email: amelia.carew-reid@create.nsw.gov.au or josipa.draisma@create.nsw.gov.au

By post: GPO Box 7060, Sydney NSW 2001

In person: Level 5, 323 Castlereagh Street, Sydney NSW 2000

I have access needs – will there be assistance for me as part of the internship?

Yes. All successful applicants will be provided with assistance prior to starting and during your internship, matched to your individual access requirements.

When will the internships be run?

The internship commencement dates will be determined by the schedule of the organisation and the availability of the intern.

How long will each internship be?

The internships will vary according to the schedule of the organisation. They may be full time (3 - 4 weeks) or part time (up to 13 weeks at 9 hrs per week). The hours per day are flexible and can be negotiated, in advance, on a case by case basis.

Can I choose which organisation I intern with?

Yes. Create NSW will liaise with each intern to identify the best match from the pool of internships available, or can potentially facilitate a placement in an arts, screen or cultural organisation the intern is interested in.

Will I be paid while I am participating in the course and/or internship?

Candidates will not be paid during the training component; however, they will be paid a wage during the internships. Wages will reflect current industry minimum standards.

Who should I contact if I have any questions?

Please contact Amelia Carew-Reid, Manager Practitioner and Audience Development or Josipa Draisma, Practitioner and Audience Development Officer

Phone: 02 8289 6417 or 02 8289 6418

Email: amelia.carew-reid@create.nsw.gov.au or josipa.draisma@create.nsw.gov.au