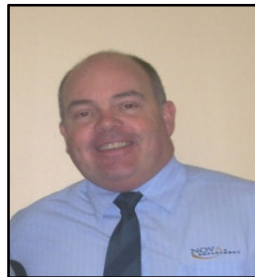




Transition to Work

NOVA has operated a Transition to Work (TTW) program since 2006. In the Transition program our students are supported to acquire the skills that will enable them to access open employment and this is the first choice for NOVA when it comes time to match students to suitable work sites.



Martin Wren
CEO NOVA Employment

NOVA finds TTW student graduates work in the general community and we attempt to achieve the maximum possible wage for workers, sometimes using the supported wage system.

Our TTW program has been a great success, achieving excellent outcomes for our students and becoming an integral and vital part of our work. We have a dedicated TTW website (www.transition.com.au) where you can read some stories from successful students, their families and employers.

Most recently, NOVA's fledgling movie production house (aka Kim) has delivered the first of a new series of videos specifically highlighting the achievements of TTW students as workers.

<http://www.novaemployment.com.au/films/filmPlayer.asp?Video=24&Section=Transition>

Why not just send students to a sheltered workshop?

While that would be an easy outcome, sheltered workshops are considered for students only after every attempt has been made to secure a position in an open workplace (of the approximately 100 students we have supported, 1 has chosen to enter a sheltered workshop). Also, we want our workers to enjoy the maximum possible wages and have future options for on-going open employment and this simply doesn't happen in 'business services' where only a very few workers are allowed to progress to open employment.

(See also

<http://www.novaemployment.com.au/articles.asp?id=49>)

DADHC's Organisational Summary on our program from our recent Audit

NOVA Employment and Training Inc presents as a well organised and well managed service provider. The service users are happy and enthusiastic about the programs in which they are taking part. The staff members are enthusiastic about their role in the organisations and wanting to share about the program and the achievements made through it. The goal achievement for both staff and clients is high and many young people have achieved open employment, supported employment or continuing education through the program.

The organisation supports the development of specific training programs in the areas of preparing for employment and achieving employment. Some of these have been accredited and training in these is provided not only for those clients with NOVA but also for other organisations.

Of particular note is the atmosphere in NOVA. All clients and staff treat each other as if they are in a work place all the time. Clients are taught how to introduce themselves to visitors and to portray an image of confidence. Clients and staff work towards being able to make a presentation at the forums etc. It is commendable that when visiting this organisation it is difficult to distinguish between the staff members and the clients. All people are treated with great respect and the staff and clients work together to achieve their goals in a very respectful and adult manner.

From a business point of view this organisation presents as being very well managed. However at all times the achievements of the clients appear to be of paramount importance. It would seem that this organisation exists for the clients and the CEO takes an active interest in the successes and achievements of each and every client in the Transition to Work programs.

Our Terrific Transition to Work Trainees!

Twin Creeks is a privately owned golf course designed by Graham Marsh which currently has a membership of over 200. Twin Creeks is surrounded by a housing estate. Twin Creeks is two years old.



Peter was placed into work experience by the Transition to Work Job Coach at St Marys, Karen Kemp.

Her job is to prepare the trainees for work which can include teaching them life skills, practical work skills, arranging work experience, industry visits, and excursions. Karen approached Twin Creeks last year to arrange work experience because Peter had expressed an interest in jobs in the gardening and landscaping fields

Karen knew that a position at Twin Creeks Peter would learn valuable work skills not only from the position but also from his supervisors and co-workers who teach and support Peter while he works.



Peter's communication skills and his ability to become a valuable member of a team.

Management at Twin Creeks need staff who are reliable, willing to learn and to do the best they can to the best of their ability. – Peter did just that

When Peter first started his work experience at Twin Creeks he was constantly supervised. His main tasks were to weed the garden beds with the golf course's landscaper. He also learnt to top dress the practice tee and fill the divots made by the golfers

Due the training and encouragement of staff such as Brendon Hansard Assistant Superintendent and the support offered onsite by Karen, Peter is now able to work independently and follow instructions He is now able to use machinery such as the 'Sidewinder' lawn cutter. Karen can't believe how this work experience placement has built Peter's confidence. She remembers when Peter first used the 'Sidewinder' his legs were like jelly he was so nervous. Now Peter is so confident he is now left to complete the mowing on his own.

Karen and the staff of Twin Creeks are exceptionally proud of Peter and his accomplishments. Peter is developing vital skills and experience to ready him for future fulltime open employment.

Peter says "I love meeting new people and making new friends at Twin Creeks. But the best thing about my work experience is using the big machinery". He hopes to get a job there one day.

Belinda joined the Transition to Work Program at NOVA's St Mary's office in January this year after completing year 12 at Senior Campus of Chifley College. Belinda was looking for a program that offered her the chance to develop skills and knowledge to make her work ready. Belinda has always wanted to work in the hospitality field. NOVA's Transition to Work program gives Belinda and the other trainees a chance to complete regular work experience in the field of their choice.



Belinda started work experience at kidabout a children's play centre in St Mary's as she felt that this was a great opportunity to develop her skills and get experience in working in the kitchen and cafe as she wants a fulltime position in hospitality.

During her work experience Belinda does table service for the cafe, makes coffees and milkshakes, cleans the kitchen and play areas.

Karen, Belinda's job coach conducts training in money skills and travel training. During Belinda's work experience at Kidabout Karen is there to support and teach the skills Belinda needs to complete the work tasks assigned to her.



Belinda says the best thing about working at Kidabout is being able to have a job that she can do well. The staff at kidabout and at NOVA Transtion are extremely proud of the progress and achievements Belinda has made. Belinda says "I love the whole Transition Program and all the staff and trainees".



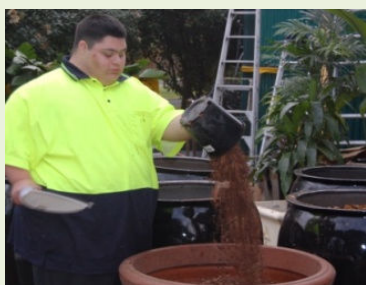
Where is Vince now?

In February 2005, 21 students started in NOVA's first transition to work program in five outlets across NSW. Five job coaches including Karen Kemp commenced employment and set about developing an outcome based program. By the end of the first year three students had been placed in open employment earning award wages in award conditions. They had made the journey from students to tax payers.

More students then joined the program and additional sites needed to be opened. By the end of 2006 all of the original students were employed. Obviously NOVA's transition to work program works! Vince was one of the original students at our St Mary's office. He chose to join the program because he got priority service from one Australia's largest job seeking agencies. He was able to meet new people and he certainly made a lot of new friends. He received training from qualified instructors but above all he learnt how to get and keep a job. NOVA's Transition to Work program is one of a group of programs that are run by NOVA Employment and Training. For nearly 20 years NOVA has been making a difference in the lives of people just like Vince. Vince, for the past 8 months, has worked at a plant hire company where he really loves his job. Vince's Mother Gayle said that while Vince was participating in the Transition to Work program he received lots of



Alison Lewis Branch Manager Penrith, Vince and Elizabeth Davis Job Coach



practical experience in different jobs so that he could decide what he would like to do. He worked in a supermarket and stacked shelves. He worked in a clothing store and learnt to put clothes on racks, cleaning, fixing shelves and interacting with customers. Vince also works at a local golf course doing similar work to his current job. Gayle believes that all of these experiences help Vince to gain and keep his job and that the greatest skill he learnt from his time in the Transition to Work program was his ability to interact with people. Gayle truly believes NOVA's Transition to Work program is wonderful. Vince and Gayle would like to say thank you to everyone at NOVA.

Maureen certainly wasn't sleeping on the Job

When I first met Maureen she was shy and reserved and was concerned about her future and employment prospects. As I worked with Maureen, I became aware of her special qualities. That she was willing to be flexible, was amiable around people and had the ability to make them feel at ease.

Maureen had a passion to work in the retail sector and due to her physical disabilities we both agreed this would be a feasible work choice, and the job seeking began in earnest.

I started out by contacting many local women's fashion stores as this was Maureen's first choice in retail, but found that they could not guarantee the working hours required as the positions were mostly casual. I asked Maureen if she was interested in working in some other retail area and she was willing to expand her job choice.

A position came up in a local bedding store, Sleepy's at Penrith, as a sales assistant, on weekends. The owners were very understanding and due to Maureen's qualifications as a nurse her skills appealed to the owners of the business as they not only sell beds but advise their customers on spinal care.

Within 5 weeks Maureen was offered a new position at the store, that of manager and became a valuable member of the management team.

Maureen is extremely happy with her new career and now works 44 hours a week.

She is finding that her physical disabilities do not prevent her from continuing work in her chosen field.

Lean-Ann Dwyer - Employment Consultant





NOVA STARS



Lea-Ann Dwyer



Birgitte Carmody



Cathy Morgan



Odessa Davis



Gladys Hesse

Our mission is to give our jobseekers the very best chance of success. In order to achieve this mission and properly support the young people with a disability who look to us for their career development we need the very best people for our staff.

Following NOVA's Board meeting of the 8th April, Chief Executive Officer, Martin Wren, was asked to invite NOVA's 'Top 5' Employment Consultants to a dinner in celebration and recognition of their past year's achievements.

So who are our 'top five'?

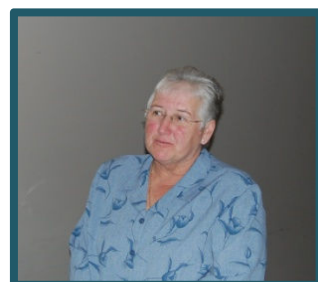
Lean-Ann Dwyer is from our Richmond office. Lea-Ann enjoys her position as an employment consultant and finds that it is personally challenging and stimulating. She is able to utilise her creativity and imagination when working with clients and is astounded at the profound changes that occur when they achieve their goals. Lea-Ann feels it is a great pleasure to help her clients to move forward in a rewarding and satisfying way.

Birgitte Carmody from our Logan office says that "It has been a privilege to work with my clients and their families and their success and happiness has given me more than I could ever give them....it is truly a credit to them that I enjoy my work. I look forward to assisting more of our young people in our community find and maintain employment in an area of their choice."

Cathy Morgan is part of the specialist team working with the deaf at our Campbelltown branch. Cathy has been working with NOVA for over 7 years and has helped more than 80 people find employment of their choice. Cathy is hearing impaired and has proven that people who are Deaf or hearing impaired can be successful in the career of their choice. Cathy says she looks forward to helping many more people achieve employment of thier choice and supporting them to be comfortable in their new job.

Odessa Davis works in our Blacktown branch and says that like many people was looking for something to make her feel complete in her working life. It wasn't until she started working for NOVA Employment that she knew this was the one thing that could make her feel whole. For as long as she can remember she has always wanted to help people and this is exactly what she is doing now for employment makes a difference in people's lives.

Gladys Hesse, also from our Logan office. Gladys is client focused and works diligently in getting to know her clients, their differing situations and their needs and aspirations in relation to employment. She is highly intuitive and a skilled communicator with empathy and understanding for a wide cross section of community.



★ Jackie Greenow
President
Management Committee

