

NOVA.
EMPLOYMENT

WORKING *together*

PERFECT (JOB) MATCH

Learning the employment basics – time management

How many staff, particularly new or junior staff, seem to need to be taught basic employment skills on the job?

Plenty! say most of NOVA's partner employers.

This is just one reason to use NOVA Transition graduates in your workplace. We've carefully guided our trainees to understand the aptitudes and skills required of any employer.

Take Jouvah, who was keen to find a paid job in retail when he started NOVA Transition.

Although he was motivated to earn money and become more independent, Jouvah faced a big hurdle: time management. He was routinely late to Transition and work experience placements. Even with his Job Coach helping him set goals about managing his time, he wasn't successful straight away.

Eventually, during work experience at Coles, Jouvah and his Job Coach decided that he wouldn't participate in work experience unless he was on time. From then on, he was always on time!

At Jouvah's Toymate work-experience, his colleagues were impressed by his determination, reliability and punctuality, such that he was subsequently offered a part-time traineeship in retail.

Jouvah recommends NOVA for people who need guidance in how to find the right job for them, because 'Even though for me it was a difficult road, I still enjoyed Transition and, at the end, I feel like NOVA helped me to get the job I of my dreams.'



A WORD FROM MARTIN

Familiarity breeds ...

Chaucer told us that, 'familiarity breeds contempt.'

Though he may have been right, I can personally guarantee that when it comes to workers with disability and their non-disabled peers: familiarity leads to acceptance.

No one likes change, me included. Having any new person in a workplace raises stress levels, without the extra fears often held around disability (Will I say the wrong thing? What if they can't do the job? Is it OK to talk about disability? etc.)

But this can mean we miss out on some real strengths and skills. So, how to overcome the fear?

The answer is: exposure in a neutral, non-confrontational setting. Choose a coffee shop or a quiet part of your workplace to get to know each other. Through a skilled facilitator, like a NOVA Job Coach or Employment Consultant, it's a chance to meet the person, not a diagnosis.

Pretty soon, misconception and concern will be replaced with interest and a willingness to offer a fair go.

Martin Wren
CEO NOVA Employment

SORTED!

The business case for inclusion

Beyond the 'feel goodness' of employing a worker with a disability, there are numerous benefits to your bottom line for doing so, because inclusive workplaces include a number of elements of a healthy work environment.

Specific reasons to implement inclusion in our workplaces, include:

- **Reduced expenses corresponding to reduced employee turn-over**

The data is in. People with disability take less sick-leave than their colleagues.

- **Increased worker commitment to and identification with organisational success**

As I always say, people with disability are not Labradors; however, in the right job match, a more loyal, hard worker you will not find



- **Improved employee health and well-being**

People enjoy coming to and partaking in work at more inclusive workplaces. Though it can be hard to *start* hanging out with people who aren't just like you, actually, it's better for you if you do.

- **Increased employee investment in work performance**

Most people with disability have to demonstrate persistent effort to meet life's challenges to the degree that many of their non-disabled peers can't imagine. This has a huge effect on work ethic.

- **Reduced perception of discrimination and inequity**

I'd argue that an inclusive workforce engenders not just a *perception* of reduced discrimination and inequality.

- **Improved cooperation and collaboration between co-workers, employees and management**

It's true: morale increases mightily after a worker with a disability starts work. Even after staff no longer need to help 'the new woman in the chair' fit in, each person's caring side shows up and stays.

- **Improved productivity**

Clearly, all of the above leads to increased productivity. And that ain't bad.

An eye for art ...

To thank our valued partners, we're excited to be hosting our fourth B2B Art Gallery of NSW event on 27 April.

This time we'll enjoy a private tour of a National Treasure of France the 'Lady and The Unicorn' collection of tapestries. (Featured in the Harry Potter films.) This will be followed with dinner by Australian Chef Matt Moran's Chiswick at the Gallery.

Our past Art Gallery B2B event 'Dinner with Rembrandt' was a huge success with 80 guests treated to a private tour of Rembrandt and Dutch Golden Age masterpieces. NOVA commissioned NIDA to provide a cast who brought the art to life!



L-R: Chris Ratcliffe, Georgia Small, Emma Kew, Lewis McLeod.