



April 2012

2012 EMPLOY ~~DISABILITY~~



NOVA OFFICES NSW

- Bankstown
- Blacktown
- Bourke
- Broken Hill
- Camden
- Campbelltown
- Canterbury
- Caringbah
- Cobar
- Forster
- Hurstville
- Ingleburn
- Katoomba
- Penrith
- Port Macquarie
- Richmond
- Rockdale
- Rouse Hill
- Springwood
- St Marys
- Taree
- Windsor

QLD

- Beaudesert
- Beenleigh
- Logan

CEO Comment— *Martin Wren*

April just has to be the best month in NOVA's history!

We just came off a record breaking 1st quarter in which we placed over 300 people into work (up 50% on same period last year) and then we hosted a visit from Prof Carol Schall from the Virginia Commonwealth University's Autism Centre for Excellence <http://vcuautismcenter.org/index.cfm>

Was this good?

Is the Pope Catholic!

It was fabulous – we held an open to the public forum on the 16th of April, MC'd by our own Paula Duncan who gave a tremendous introduction, drawing on her own experience and setting the scene for an inspirational story from a NOVA placed worker, his family and employer.

This was followed by Carol who gave a clear picture of both the ability of job seekers who are on the Autism



Spectrum, just what these workers can contribute and how 'we' (family and paid staff) can provide the best chance of enabling their successful employment.

The next 4 days were all devoted to staff training and the 150 NOVA workers that attended the program were unanimous in their appreciation and enthusiasm for more.

Sadly we had to give Prof Schall back, although we did extract a promise of a return trip and further development of our programs ability to effectively find and keep ASD clients in work.

Springwood's Transition Program

Maxine Groves – Job Coach, Springwood TTW

Springwood Transition to Work is off and running for 2012! With the opening of TTW Springwood came three new Trainees and one very excited new Job Coach (me!)



We welcomed Dasha (20), Alex (18) and Harry (18) to their first year of the program. Within a short space of time a great team atmosphere was formed and new friendships were cemented. We were warmly welcomed by the NOVA Employment Outlet Manager and Employment Consultants who are just as excited to have TTW in Springwood as we are.

Since the program started we have covered lots of different things, some of the highlights including an industry visit to The Edge Cinema at Katoomba where we got to go behind the scenes and see the projection room, see how the movies are made, learn how the sound works (SO much equipment!), stand in awe of the computer systems and meet the office staff that keep things running behind the scenes. We heard how the Cinema Manager started his career with no formal training and worked his way up from cleaning the carpets to running the Cinema – it just goes to show that enthusiasm and a willingness to learn can take you a long way in your career.

We had visits to Katoomba TTW and they have also been and visited us here in Springwood. We dropped in on Campbelltown TTW where we helped make some yummy muffins and chocolate slice and were warmly welcomed by the (large!) and wonderful team in Campbelltown. We also paid a visit to Windsor TTW, joined in activities there and enjoyed warm hospitality and lunch with the Windsor winners. It was great for the trainees to socialise with other trainees from other outlets and some new friendships were formed that still continue.

We have had fun with mock interviews, practicing professional handshaking (not too hard, not too soft and never a wet handshake!) and writing a script for seeking work experience over the phone. Our resumes are nearly finished and are looking spiff! We have explored Springwood and had a great day making Rocky Road and Apricot Nut Clusters which we then went and gave

to local businesses (great way to say hello and an even better way to have an opportunity to go back and ask for work experience). Chocolate wins friends and influences people!

Coming up we have some wonderful guest speakers, Dr Tracy Rhodes, Clinical Psychologist is coming to talk to us about social skills in context to the workplace, Dr Rhodes has a special interest and experience in working with children and young adults with disabilities and is an engaging and warm speaker. We are also being treated to a visit from Linda Kemp, CEO of Complete Recruitment Solutions in Penrith (whom Maxine used to work with) who is coming to talk to us about employer expectations and what makes a great employee.

Now a little about us:

My name is Maxine Groves and I am the Job Coach for TTW Springwood. I live in the Upper Blue Mountains with my husband and I have one son who has various disabilities and 4 stepsons, so there is very little pink in my house! (Don't forget the Chihuahua!) My background prior to NOVA TTW includes 20 years working in Senior Management in the commercial Recruitment Industry, Sales Management in Radio and Print Media and I currently run my own Resume, Cover Letter, Interview Coaching and Resume Screening Business when I am not at NOVA. I love my work with the Trainees and feel like I might have found my calling in life (it took 40 years but I got there!)

My name is Alex, I go to the Transition to Work program at Springwood, and I am learning various different things that will help me to get a job and to do well in life. I have made some great relationships with the people here, and I enjoy coming to work each day, just to find out what I am going to learn next. So far, some things we have done include learning about workplace food safety and general OH&S, and we are now working on our resumes.

Hi my name is Harry, I go to TTW with Alex and Dasha. The things I like about TTW are all the really nice people that are here. The things that I have learned are how to dress nicely for work, office administration skills, appropriate behaviour and my work experience options. Since starting at TTW I have felt that I am more confident that I am going to get a job. Now my job goals are to become a Waitperson, Retail Assistant or Professional Gardener. In my spare time when I'm not at work I play competition lawn bowls for Springwood.

Hello my name is Dasha, I go to the Transition to Work program at Springwood, and I am learning a variety of new skills that will enable me to get a job and have a very fulfilling life in the future. I have made new friendships with the people here, I like coming to work here each day, finding out what we will learn next and just feeling like I fit in. So far, some of the things we have learnt are safety in the work place, what to do and how to dress for an interview, what is and isn't appropriate clothes for different jobs, and now we are working on our resumes. My job goals are to work in Childcare, be a Floristry Assistant, work looking after pets, or decorating cakes.

So, if you are visiting Springwood anytime soon – let us know, we will roll out the red carpet, make sure the chocolate is in the house and give you a warm Springwood TTW welcome.

Quote of the week: "You never get a second chance to make a first impression"

Some NOVA links

Watch our latest video on NOVA's Youtube channel



Become a fan of NOVA on Facebook. Recommend us to your friends.



What's news at Can-Do-Ability?



NOVA OUTLET OPEN DAYS 2012

- Blacktown 1st August
- Windsor 2nd August
- Penrith 3rd August
- Camden 7th August
- Richmond 8th August
- Bankstown 9th August
- Campbelltown 10th August
- Taree 14th August
- Port Macquarie 15th August
- Forster/Tuncurry 16th August
- Canterbury 22nd August
- Hurstville 23rd August
- Caringbah 24th August
- Rockdale 28th August
- St Marys 29th August
- Rouse Hill 30th August
- Katoomba 31st August
- Campbelltown Deaf 4th Sept
- Ingleburn 5th September
- Springwood 6th September
- Bourke 11th September
- Broken Hill 13th September
- Logan 18th September
- Beenleigh 19th September
- Beaudesert 20th September

Autism and the Transition to Employment

Amie Ross

Using real life examples from her work at the VCU Autism Centre for excellence Professor Schall outlined how best to assist young adults to transition from school life into the workforce. Carol showed off her skills and wealth of knowledge and experience, giving the attendees practical info and real life scenarios on assisting young adults with autism spectrum disorder, discussing different strategies to assist people into employment, and how to keep them employed in the long term.



Carol is a dynamic presenter clearly passionate about her work and the people that she assists. "Professor Carol Schall was a fantastic & knowledgeable presenter."

Our team of presenters delivered a great presentation of practical information, and visions for the future of our NOVA jobseekers with ASD. Whilst we had some technical issues with microphones and power point presentations not running as smoothly as hoped, each of the presenters still conveyed confidence, providing the audience with information on how they support their job seekers & workers with ASD.

Melissa spoke about her practical approach to support for her job seekers with ASD, giving the audience a run down on just how NOVA's programs work and her role as a Transition to Work Employment Consultant.

Jamie discussed the Diversity and Inclusion model developed by Wallgreens in America, in the hopes that one day NOVA can assist companies as large as Wallgreens to implement this model into their workforce.

Bernie provided us with an overall sum up of the Autism Works conference in St Louis, focusing on what the group learnt and are planning on bringing back to the remainder of NOVA's team.

"Just outstanding work. Thank goodness you guys exist. Keep up the great work."

A fantastic night over all, with the participants walking away with some great insight into how best support young adults with autism spectrum disorders into award wage employment.

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