



Long Term Job Retention

Martin Wren
CEO NOVA Employment and Training

I was reminded this week of the importance of a stable job. One of NOVA's earliest placements came to see me for help to get another job. When we find something suitable this will be the third job we have helped this person find. The first lasted 8 years and the second a little under 7 years.

Finding work is reasonably easy, but keeping work is a little different. To keep a job you have to meet an employer's requirements for productivity and team spirit. However, to stay in work requires that your job gives you enough money to pay the bills, a sense of satisfaction from what you do and a good group of co-workers.

For this reason NOVA places a strong emphasis on making a good job for the people we find work for. We try to match each person's aspirations (what they'd like to do) and ability against the positions we seek. Sometimes you will hear people call this 'reverse marketing' but at NOVA we go a little bit further, seeking as close a match between the needs of our job seekers and the requirements of employers as we can find.

We like to think that we are pretty good at doing this and the results achieved seem to bear this claim out. Over the past 12 months more than 80% of the people we place in work keep their jobs for more than six months and only slightly fewer than 80% are still employed after 1 year. This is a first rate result and one that speaks to the skill of NOVA's Employment Consultants.

When I first came to NOVA, I was recovering from an illness that left me void of motivation and self esteem. It was a direct result of Lea-Anne's dedication to her job and in actual fact her sincere efforts that made me realise that I could find my direction again. She motivates me to seek these qualities....

Sharon Grice (B Teach)

Susana from NOVA Employment contacted us about two months ago about the possibility of employing a person with a disability. Susana explained that she would train her client and work with them until they were able to work unsupervised. We employed David....NOVA has been more than diligent in their efforts to assist....We hope this arrangement will be successful on a long term basis....David has a much more complete life now with a lot more purpose and new friends

Lynn Tait

Life Work Education

Success is not just a word....



NOVA first came to the attention of Life Education when the Transition to Work Job Coach, Karen Kemp, contacted them to provide drug and health services for the trainees with disability. The trainees thoroughly enjoyed the program and the staff at Life Education soon formed a bond with the trainees.

From this successful partnership, Karen saw an opportunity for one of the trainees, Matthew, to undertake work experience in the Life Education offices. As these offices are very busy the staff were keen to have the extra help. So Matthew began his 6-8 week work experience which involved data entry, filing, labelling laminating, binding, and other jobs as required.

When this placement came to an end the staff at Life Education realised that Matthew had quickly become part of their team and that they were going to miss him, his work and his great sense of humour so they offered him permanent work experience. That was nine months ago and Matthew is still working at Life Education every Friday and hopes to work there full time one day.

Scott's part of a \$40 Million Project

Scott came to Nova Employment whilst attending year 11 at the Australian Technical College in Port Macquarie. He had a strong desire to work in construction and it was **Nova's** job to find Scott a permanent position in open employment with an award wage and conditions.

The Australian Labour Force Survey for the local area ranked labouring third in regards to availability of work. This seemed promising as construction in Port Macquarie had been slow for some time and there were a vast number of experienced labourers looking for work making competition challenging.

In December 2006 the construction contract for The Glasshouse was awarded to builders Hansen Yuncken. The construction contract value was \$26.667 million with an over all reported cost of 40 million.



The Glasshouse

- * 620 seat tiered theatre
- * 600 sq m exhibition space
- * meeting / conference rooms
- * Community workshop space
- * Café / Bar
- * Outdoor forecourt
- * Office and retail space

NOVA approached Hansen Yuncken and spoke with Paul the Safety Officer and Scott was offered a part-time job. With NOVA's post placement support and Scott's hard work before the week was over Scott was employed full time earning above the award wage.



Scott learnt about general labouring, traffic control, site safety, used various tools such as water pumps, jack hammers, drills, sledge hammers, water vacuums and is now learning how to be a dog man's assistant working with the crane operator telling him where to drop the loads.

Since working at the site Scott has integrated into the work force and made heaps of friends. His dad Geoff has commented that Scott has matured since starting work and become more confident in every day life.

Peter Has the Stamp of Approval

It seems like Federal Rubber Stamps not only create a lasting impression, as their motto states, but also have a valued employee who has made a lasting impression on them.

Peter has reached his one year milestone at Federal Rubber Stamps, a well established company founded in 1894 that specialises in the manufacture of rubber stamps for home and businesses, situated in Marrickville. Peter works as a General Hand, performing tasks that require persistence and precision, along with a strong work ethic and diligence. Peter has persevered to reach results, a fact that is not lost on his supervisor, Erica. Erica says that she is very happy and proud of Peter's progress and commitment to professionalism at Federal Rubber Stamps. He can work on his own or as part of a team. The owner, David, has been impressed with "Peter's courteous nature as he always greets owner and workers alike and displays a tenacity to get the job done, staying back to finish a project so that it goes out on time". This kind of professionalism is not lost on David, who considers Peter a wonderful and valuable asset to the company.

Greg Kay - E.C. NOVA



Edward Scissorhands



I can't tell you much about the story of Edward Scissorhands other than it's a tale that has been made into a movie and is now a Sydney stage show. We recently acquired 2 tickets to the stage show and offered them to a staff nominated winner (*who, in your opinion, most deserves these tickets?*). Our winner was Ms Birgitte Carmody of our Logan office:

<http://www.novaemployment.com.au/staff/Profile.asp?staffID=217>

A well deserved nomination indeed.

Matthew's smile will brighten your day!

Matthew has the biggest smile I've ever seen. He started with NOVA as a Transition to Work trainee. After completion of this two year program Matthew was job ready so he was caseloaded to NOVA Employment's Employment Consultant, Ian. Ian spent time getting to know Matthew and helping him decide what type of employment he was looking for. Matthew decided he wanted a job working with seafood and a position was found for him at Woolworth's working in their seafood department.



During Matthew's interview management said that it was difficult finding someone who loves working with fish so this seemed to be a perfect job match. After completing an eight hour induction course supported by his Employment Consultant he started work.



Matthew fitted in straight away with his co-workers and they were impressed by his friendly personality and his smile.



Many of the regular customers at Woolworth's know Matthew and it certainly brightens their day when they are served by a worker who is genuinely pleased to see and serve them. Matthew's confidence and self-esteem have grown and he is proud of his success.

Ian and the staff at NOVA certainly feel proud and privileged to be given the opportunity to support people such as Matthew and feel the only reward they need is to receive one of his smiles.

Well Done Christopher!



What can I say, "I'm excited" I know its corny but it's true, take a look at the testimonials I received from my client's new supervisor Kevin and from Christopher himself. It has worked out very well for Christopher, the company he works for and his employer Larry have taken him in with open arms and with a little support the other workers have accepted him too. They now treat Christopher the same as any other worker. This makes Christopher feel like one of the team. The photo on the left is Christopher with his supervisor Kevin and the one below with fellow worker Zion in the packing section of the factory. To fill you in a little about Christopher's background. He is a 16 year old with Aspergers Syndrome, this is his first job since leaving school and has only ever had one week of work experience. What a joy it was for him to get his first pay. I must admit I was beaming too seeing him smile from ear to ear. When he was handed his payslip, it took me back to my first pay envelope and the pride I felt back then back to reality, it felt good being part of Christopher's success and I look forward to seeing him get many, many more payslips.

Gary Canham
Employment Consultant

My name is Christopher....and I would like to say thank you to NOVA Employment for helping me find a job . It is hard work which I like and everyone there treats me like a worker, just like them. My Employment Consultant [Gary]helps me stay on track as one of my problems is staying focused, I am easily distracted and together we are working on my skills in completing the tasks allocated to me. Gary also helps me by talking to the other workers about my capabilities so as they understand me better. I feel accepted here which makes it easier to work here, "thank you". Christopher



Christopher has been working with us for a short time so far. He is keen to learn and is picking up the work with ease. He is quickly fitting in with the team. It is noted that his confidence is growing with each day and I am sure will only get better. He is always punctual and keen to commence the daily tasks that have been allocated to him.

This is the first time I have worked with a worker with a disability. I think it is a learning experience for all of us, it gives us all more understanding of the disabilities people have and that they can work and communicate like the rest of us.

I would recommend that other businesses give NOVA Employment a call, to help with filling positions, they do a tremendous job.

Christopher's Employment Consultant Gary has been professional in all dealings, making the transition in the workforce for not only Christopher but also our staff making it a memorable one. Well done to all involved.

Kevin Osborne