



March 2014



CEO Comment

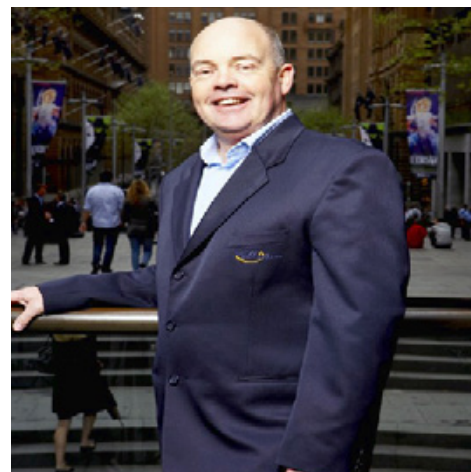
Martin Wren

NOVA continues to make some real differences in the lives of people with disability finding truly meaningful work with some great businesses.

Many people don't know that the present system for measuring the 'success' of positions found allows for work of as little as 8hrs a week! In fact such a job may have the same value (at least in the eyes of government) as a full time position.

As recently discussed in my regular blog short hour working, while it may be participation' does very little for the worker – not enough time to really achieve integration and value for the business owner, not enough money to achieve independence for the employee.

That's why all NOVA Employment Specialists must find work of 15hrs or more each week before they can count that job as a placement for the purposes of their own key performance indicators.



I want every job seeker to get a job that makes a meaningful difference in their lives and the proliferation of short hour jobs does not reflect the wishes of people with disability but rather, 'gaming' behaviour on the part of service providers.

There's only one way to end poverty and improve genuine social change and that's through the maximum employment participation of every Australian.

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Dom, A leader for Tomorrow

By Carmel Wren

25th November, 2013 I was lucky enough to have been invited to and attend a graduation ceremony for one of my ex-trainees.



In December 2012 Domenic enrolled in a course, Leaders for Tomorrow. The Leaders for Tomorrow program is an individual leadership program which is committed to developing people with a disability to be more skilled, confident and active in leadership roles in business, community, government or their chosen area of interest.

Through mentoring and leadership development opportunities, Leaders for Tomorrow participants will become better equipped to contribute as leaders in Australia's future.

Dom began his first paid work at Blackheath Christian School, supported by Nova Employment. Dom works four days a week; part of the time in the office and part of the time with the sport department setting up the field for various activities. As Dom loves his sport he wanted his leadership to be in interacting with the students in this arena. It is obvious that staff and students alike, are very fond of Dom.

At the same time Dom began a Certificate in Business Administration through TAFE which has been assessed on site.

On the weekend Dom pursues his leadership goals in helping to train the under 10's football team. He keeps fit by playing in a mixed football team and swimming for an hour each Saturday.

In the past Dom has given welcome and thankyou speeches at gala days and award ceremonies. Dom was keen this year to develop his public speaking skills.

With leaders for tomorrow, he completed a Winning presentation skills one day workshop with Peter Dhu. Then he participated in an individual coaching session with Peter Dhu to further develop his public speaking skills.

Earlier this month Dom spoke at the National conference for The Australasian Society for Intellectual Disability on the topic of health and wellbeing. This was certainly a topic well suited to his life as there seems to be hardly a sport he hasn't participated in; track and field, regional and state swimming, sailing, football and cricket to name a few.

When Dom got up to accept his award for completing the Leaders for Tomorrow course he was also allowed to give a speech which he chose to do. In this speech he thanked NOVA TTW and Employment for working with him. He spoke carefully, audibly and with confidence.

In NOVA TTW, job coaches spend two years working with an individual preparing them for work. Sometimes when working so closely with them, it can be hard to see changes in them and you may only find out when someone else has noticed. With Dom the change in him has been very obvious from a quiet young man who started at TTW and rarely spoke to someone who will chat away, joke around and give you a hard time if he knows you well enough.

Congratulations Dom on your achievements and keep working hard.

NOVA shows great support for job seekers

By Tamara Gasser

Leader

FOR job coach Leisha Distefano it is comforting to know that at least 85 per cent of her students could be employed by the time they graduate.

Nova Employment's Transition to Work program teaches school-leavers with a disability the skills they need to gain award wage open employment.

And the results speak for themselves with more than 85 per cent of trainees finding a job before the end of the course.

The Hurstville program has 12 trainees from across St George, working towards a Certificate I in Work Education.

The students learn resume writing, interview skills, workplace health and safety and skills for work experience.

Cronulla radio and television personality and former footballer, Darryl Brohman, dropped in on a class to offer some career advice and throw his support behind the Focus on Ability campaign.

cont. p.4

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What's news at Can-Do-Ability?



Want some great employment tips?



“These kids are fantastic and you can see their potential and enthusiasm and that they would make fantastic employees,” Brohman said.

“It’s a fantastic opportunity for employers who want to do some good in the community and help out some enthusiastic job- seekers.”



Ms Distefano said students’ confidence and self-worth improved immeasurably over the two years it took to complete the course.

“I’ve seen trainees walk in and not want to look people in the eyes but have improved so much they have spoken in front of 400 people at the graduation ceremony,” she said.

“The biggest thing is the self-confidence and the self-belief.”

The trainees all complete a mandatory work placement in hospitality, administration or retail and are then able to explore their chosen career paths.

Miss Distefano said Nova Employment was always looking for work experience opportunities for trainees.

Trainees are fully insured to work and are supported by Nova Employment.

Nova Employment has teamed up with the Leader to find 100 jobs in 90 days for people with a disability.

Since the launch of the Focus on Ability campaign, 54 young Australians have secured a job.

But we need your help to find more employment.

If you are able to provide work experience contact Leisha Distefano on 9585 8500; leisha.distefano@novaemployment.com.au.



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