



WORKING *together*

PERFECT (JOB) MATCH

Bad news re success

‘We don’t notice the disability any more.’

This sentence from our employers is music to NOVA Employment’s ears. It shows us that our former job-seeking, now-working client is fully integrated into the workplace, which is a huge step towards inclusion, our ultimate goal.



This sentence means we’ve done our job – guided, challenged and prepared a person with significant disability who’s often had little or no paid work before, into an award-wage role that suits their skills, aspirations and interests.

This sentence also means that NOVA’s efforts and success are largely hidden. Where before, a jobseeker would not speak directly to or make eye contact with others, now they smile, say your name

and give a firm handshake in greeting. Where they had never taken public transport before, now they handle their route to work with ease. Where the job candidate had very few topics to speak of around the lunch table, now they can chat over their sandwich and cup of tea. Where they didn’t appreciate their own skills and interests, and how to apply these to choosing work that suits them, now they do and they have, and they’re happily a part of the team.

This sentence proves the absolute best of NOVA’s work and also makes it really hard. People might wonder what all the fuss is about. Why this candidate ever received funding to assist in their job seeking. Such is their complete transition from relying on the Disability Support Pension to fully-fledged taxpayer.



A WORD FROM MARTIN

‘It really changed our business’

I love doing lunch with our partner employers, and not just because I enjoy my food! Attending the 100 Jobs campaign lunch in the Sutherland Shire made my heart sing.

These lunches are an opportunity for current partner employers to speak directly with potential partner employers about the benefits of employing a NOVA candidate. And they do! Honestly, I couldn’t express it better myself.

Some of the comments from today:

‘You should do this because it’s bloody magic! It really changed our business.’

‘Employing Tara has made a significant impact on our workplace.’

‘We wish we’d done it years ago.’

Time and again, we hear that our jobseekers’ enthusiasm for work and desire to be successful is infectious!

If you’re still not sure about employing a person with disability, spend five minutes of your life watching this incredible film – [Mat](#) by Sean Dobra. Make sure you watch all the way to the end. You’ll be glad you did.

Martin Wren, CEO NOVA Employment

SORTED!

TIPS AND TOOLS – The good news about workplace adaptation



What's the good news about workplace adaptation?

Well, there's hardly any bad news!

One of the biggest barriers to businesses employing people with disability is the fear of change. But change brings great benefits.

For example, if you're considering upgrading your workplace to improve accessibility, hire a person with a disability. The Employment Assistant Fund (EAF) will pay up to \$30,000 for workplace adaptation. Lifts, ramps, bathroom modifications will likely be covered.

This is no cynical approach to employing a worker with disability – you want better access, they want better access. (And a job.) The world spins better with improved access. It's a win-win-win.

And you don't need to slog away to plan, coordinate and ensure the works get done. That's what NOVA's for!

NOVA brings expertise in adaptation and accommodation to your workplace. We change the phrase, 'It can't be done ...' to 'How can it be done?'

Let this become our problem. We use our smarts and contacts to advise on what's out there, learn what you need, plan for minimal workplace interruptions and make it happen as smoothly as possible.

Before you know it, you'll have an improved working environment that everyone enjoys, which will affect your bottom line.

*'Apathy
is a trap.
There is no
challenge...
so there is
no reward.
Remember,
there is
always free
cheese in a
mousetrap.'*

– Steve Maraboli