



October 2014

# EMPLOY PEOPLE WITH ABILITY | NOVA. EMPLOYMENT

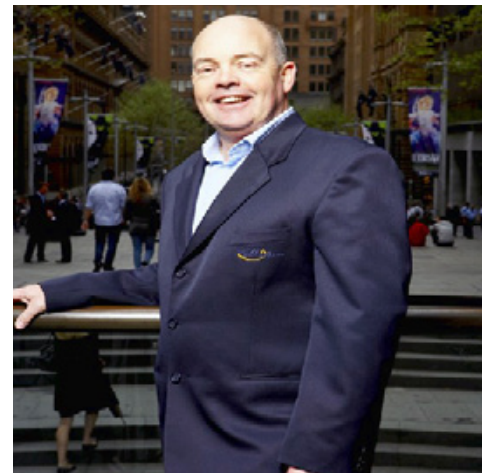
## CEO Comment

*Martin Wren*

*October has been a particularly busy month for the NOVA team and has brought some particularly pleasing results with 89 new taxpayers joining the workforce. What's even more inspiring is the volume of work that these folk are taking on.*

Centrelink refer job seekers to NOVA with what's known as 'benchmark hours' – this refers to the minimum number of hours that can be worked before NOVA gets to count the placement toward our targets.










Many service providers 'aim low' settling for small hour jobs in order to ensure they have numbers to count toward the Star Ratings (of course I can prove this). I'm delighted that my staff don't and average working hours are approximately 50% higher than the national average with 20% of all positions found with more than 30hours employment each week.



While the government may not recognise hours worked and wages earned as indicators of quality, the new workers most certainly do and with over 80% of them still in employment 6 months after their start, so do the employers who have seen the value people with disability represent.

October has been good and November looks like also being a terrific month – stick around for even more good news to come.

## NOVA OFFICES

-  Camden
-  Campbelltown
-  Caringbah
-  Engadine
-  Hurstville
-  Ingleburn
-  Katoomba
-  Penrith
-  Richmond
-  Rockdale
-  Rouse Hill
-  Springwood
-  St Marys
-  Windsor

## July Social in September

By Campbelltown TTW

As part of Certificate 1 in Work Education the trainees are to arrange a Social & Community Event that provide opportunities for making friends and share social activities.

Our trainees at Campbelltown came up with the idea after brainstorming many different activities to have a spy theme scavenger hunt at The Australian Botanical Gardens at Mt Annan.

The Campbelltown trainees organised the catering for the outlets. The trainees decided on a sausage sizzle with salads, water and soft drink.

This outing took place on the 26th September, a beautiful sunny day.

We had a few hiccups with access to the area we had planned but sorted this out on the day.

Campbelltown trainees did a great job with the catering, cooking sausages, organising tables, drinks and salads.

The scavenger hunt went well, with the Campbelltown trainees and job coaches from all outlets helping out with the activities. Some of the activities were Grenade Drop, Cone of silence, Bombs in the Basket. (they weren't as scary as they sound)

The trainees were mixed up so they got to know other trainees from other outlets. There were some new friendships made on the day which was great to see.

The group names were spy related for example: CIA, Mission Impossible, Shield, MIB and COD.

The trainees and staff all had a great day. A lot of laughs were had with the activities and it was great to see the trainees mix with each other and form new friendships.



## NOVA 100 jobs in 100 days campaign

Hills News

By Andrew Brown

NOVA Employment's 100 jobs in 100 days campaign is well on track to reach its target, with more than 60 jobs created for people with disabilities.

It was announced at the launch of the campaign in Blacktown last week that two more Nova candidates had been placed in jobs.

Ashley Beecroft will work at the Regent Theatre in Richmond and Cassie Spiteri at the Riverstone Neighbour Centre.

Mr Beecroft has secured work as an usher at the theatre after a long period of unemployment. "I was looking for about 12 months," he said.

Theatre owner John Levy said Mr Beecroft would be an usher, a vital part of the cinema's operation. "I felt he had the capability to work as an usher," Mr Levy said. "It's an important role."

The Riverstone Neighbourhood Centre, where Ms Spiteri is now an employee, provides support for seniors.

For Ms Spiteri, her job allows for her to play to strengths in aged care and hospitality. "I can find what I'm good at and learn to be part of the team," she said.

As well as finding employment for two more candidates as part of the launch, the event also focused on encouraging other businesses to hire employees with disabilities.

Nova chief executive Martin Wren said businesses should focus on the abilities of the candidates, rather than the disabilities they have. "They think about the problems rather than the successes."

Also speaking at the event was Hawkesbury MP Ray Williams.

He said the work Nova did was invaluable for people with disabilities. "They have made such a difference to so many people's lives."

Though the target for 100 days was 100 new jobs, the number of candidates hired is set to be well above the target, as more and more businesses are choosing to hire employees through Nova in western Sydney.

"It picks up speed with more offers of people wanting to work," Mr Wren said.



### Some NOVA links

Watch our latest video on NOVA's Youtube channel



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What's news at Can-Do-Ability?



Want some great employment tips?



## My Transition to work

By Tayler - Camden TTW Trainee

*At NOVA Transition, we are doing a 2 year NOVA trainee program and Certificate 1 qualification. We have been on Industry Visits and have been to so many places to see what they do in their jobs and we have done lots of work placements. I have done admin, retail hospitality and some gardening. I have even been to a local Politicians office to help out in admin there.*

I have been with NOVA for 9 months and we have had meetings, completed work books, had assessments and have been out on work placements. Work placements are great because we get to go out into the workforce to get a taste and feel of what it really feels like. For our certificate we have done

1. Finding stories
2. Word checks
3. Doing our ongoing folder
4. Role plays
5. First aid
6. Making a Camden directory
7. Finding different addresses, phone numbers and company names within a 50 meter radius to find different work placements.
8. We even got to go to Campbelltown NOVA earlier in the week for lunch.

For myself, since joining NOVA TTW 9 months ago my travel training has improved dramatically. I can now catch a bus on my own from home to NOVA and from home to Narellan Town Centre. I am stoked about this and my job coaches are very proud of me. They say this will open up a whole new world for me, and I agree with them.



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